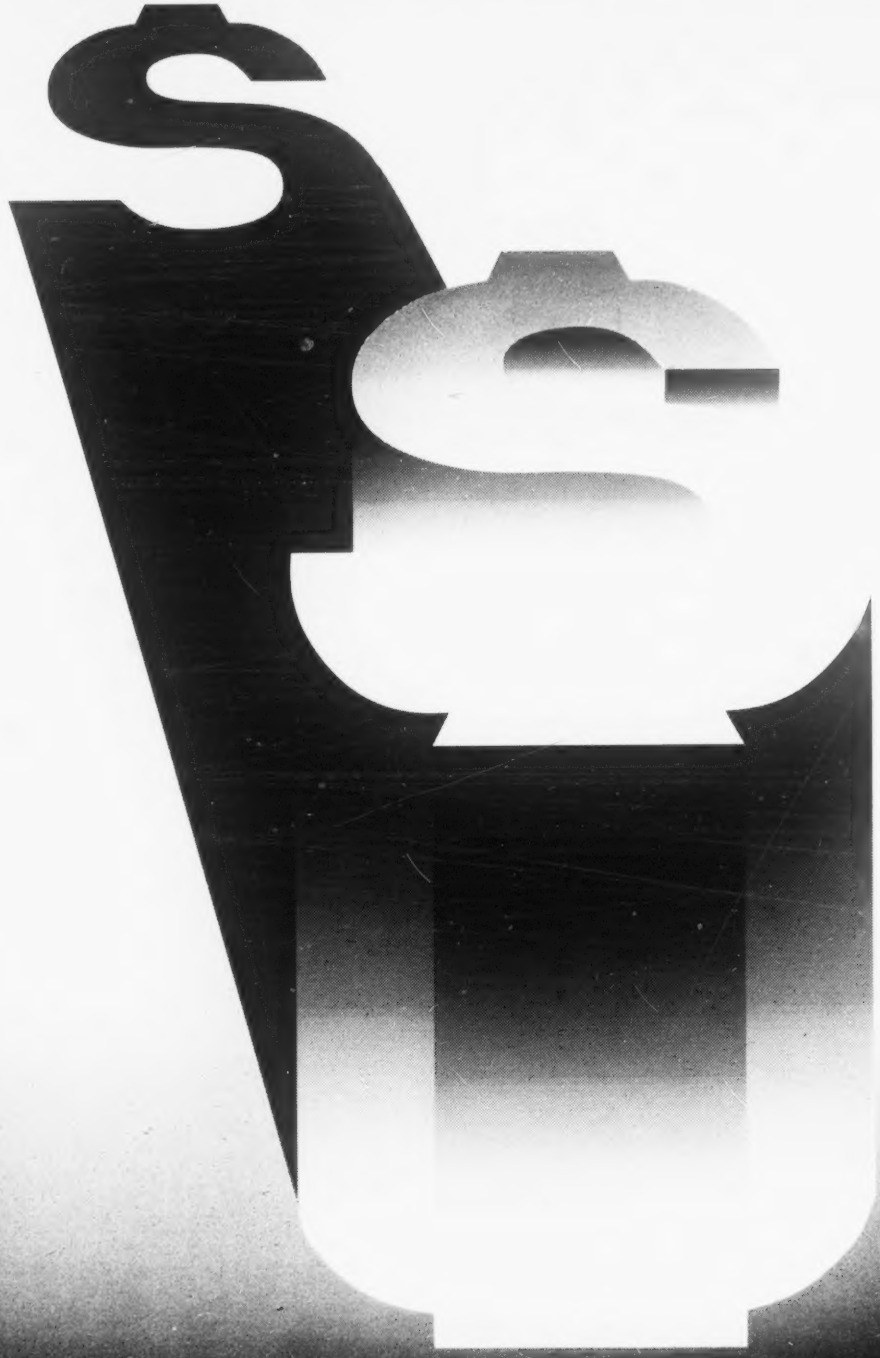

1991 – 1992

Management Compensation Study

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RETAILERS

FMI

FOOD MARKETING INSTITUTE

1991-1992
MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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August 1992

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INTRODUCTION

The 1991-1992 Management Compensation Study provides compensation data on 61 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, annual incentive plans, long-term incentive plans, and benefits. Seventy-five companies participated in this year's survey.

If further analysis of the compensation data contained in this report is desired, custom designed analyses can be provided to participating companies upon request. All such requests, and questions about this year's survey, should be directed to:

Clay Collier
Research Director
Food Marketing Institute
800 Connecticut Avenue, N.W.
Washington, DC 20006

(202) 452-8444

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EXECUTIVE SUMMARY

The 1991-1992 Management Compensation Study for Wholesalers and Large Retailers provides data on compensation levels for 61 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, incentive plans, and benefits.

This section includes highlights from the survey report, and to provide a broader frame of reference, provides comparisons where possible to the practices of general industrial and service companies. The source for general industry data is Sibson & Company's Annual Management Compensation Survey which contains data on 251 durable and nondurable manufacturing and nonfinancial services companies.

Some highlights are:

PARTICIPATION

Seventy-five companies participated in this year's survey. The participants are representative of small, medium, and large companies in the food retail/wholesale industry. Fifty-eight of these companies, 77 percent of all participants, also participated in last year's survey.

PARTICIPATING COMPANIES
By Size

Sales Category	Average Sales ($ Millions)	Number of Companies	Percent of Total
Less than $250 Million	$ 142	20	27%
$250 - 499 Million	374	10	13
$500 - 999 Million	753	10	13
$1 - 1.99 Billion	1,187	14	19
$2 Billion and Above	6,054	21	28
TOTAL	**$2,105**	**75**	**100%**

SALARY PLANNING

Participants provided estimates of salary range adjustments and merit increase budgets.

Seventy-nine percent of the participants have increased (or will increase) salary ranges in 1992. Sixty-nine percent plan to increase ranges in 1993.

ESTIMATED SALARY RANGE ADJUSTMENTS

Employee Category	1992 Actual	1993 Planned
Salaried Nonexempt	3.7%	3.5%
Exempt	3.8	3.8

Approximately 68 percent of the participants reported merit increase budgets for 1992; 49 percent reported 1993 plans. Overall, merit increase budgets are estimated to be 4.0 percent for 1992 and 4.0 percent for 1993.

ESTIMATED AVERAGE MERIT INCREASE BUDGETS

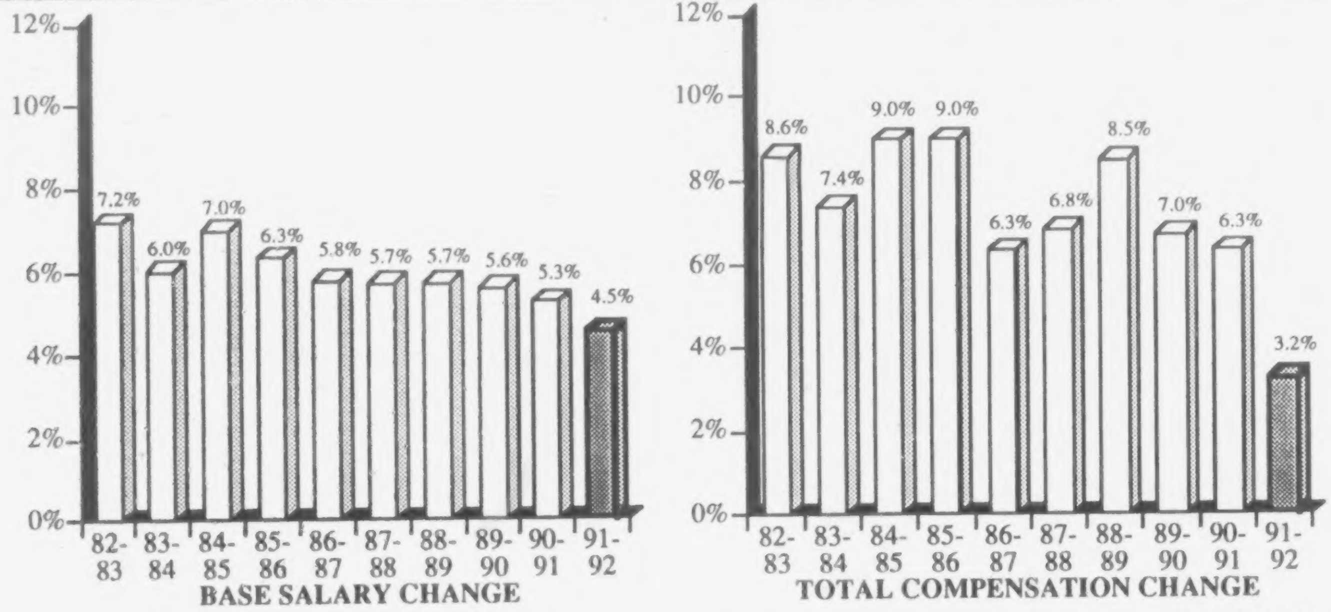
Employee Category	1992 Actual	1993 Planned
Salaried Nonexempt	4.0%	4.0%
Exempt	4.0	4.0
Officer/Executive	4.4	4.1
ALL EMPLOYEE GROUPS COMBINED	**4.0%**	**4.0%**

PERCENT CHANGE IN COMPENSATION

From March 31, 1991 to March 31, 1992, the average change in base salaries for positions analyzed in this study is 4.5 percent. Total compensation (salary plus annual bonus) changed an average of 3.2 percent over this period. These figures are based on a compilation of the changes reported for each survey position. (That is, the March 31, 1992 salary compared to the March 31, 1991 salary for the same position, whether or not the position is filled by the same incumbent.)

The following chart shows the history of average increases over a ten-year period. This year, average base salary increases have continued to decline. Though total compensation levels increased over last year's levels, the rate of increase is significantly lower this year. This reflects the fact that many companies paid reduced bonuses in 1992.

CHANGE IN SALARY AND TOTAL COMPENSATION LEVELS
Ten-Year History



NOTE: This data reflects the percentage changes in salary and total compensation levels as reported by survey participants beginning with the 1982-1983 edition. It includes survey positions that increased, decreased, and did not change. Salary levels include all positions; total compensation levels include bonus-eligible positions only.

ANNUAL MANAGEMENT INCENTIVE PLANS

Eighty-nine percent of the companies provide an incentive plan. Most of these companies offer an incentive plan to senior management and extend it to regional/district management, merchandisers and buyers, and store management.

Target awards (that is, the awards a plan is designed to pay if the performance goals of both the individual and the organization are met) vary by position and company size.

TARGET INCENTIVE AWARD LEVELS
(Expressed as a Percent of Salary)

Position	Salary Level: $75,000	Salary Level: $125,000
Senior Management		
Controller	19%	28%
Top Human Resources Executive	19	28
Below Senior Management	**$50,000**	**$70,000**
District Manager	13%	21%
Meat Merchandiser	13	21
Grocery Merchandiser	10	20
Grocery Buyer	12	18
Store Manager	15	15

The overall prevalence of incentive plans (89 percent of companies) is slightly lower than the prevalence of plans among general industry companies. Approximately 96 percent of general industry companies have some form of management incentive plan.

BUYER INCENTIVE PLANS

Five companies have a separate incentive plan for buyers (versus 12 in 1991). This plan typically covers the majority of the buyer positions within the organization. The two most frequently reported performance measures used in buyer incentive plans are inventory level in buying category and store service level in buying category.

This year, three companies indicated that they have either dropped or are phasing out their buyer incentive plan.

LONG-TERM INCENTIVE PLANS

Thirty-seven percent of the participants provide a long-term incentive plan to their executives. Most often, these are stock option plans. The prevalence of long-term incentives is still significantly higher in general industry where approximately 66 percent of companies have such plans.

HEALTH CARE COST CONTAINMENT

While the majority of the participants (97 percent) provide health insurance to their employees, many are continuing their efforts to control and reduce costs. Sixty-eight percent of the participants report that they have increased deductibles, increased the employees' share of the premiums, and/or reduced benefits. Companies are continuing to actively encourage employees to control costs by encouraging them to use outpatient facilities and seek second opinions prior to surgery.

OTHER BENEFITS AND PERQUISITES

The following chart shows the prevalence of various benefits and perquisites for each management group.

PREVALENCE OF BENEFITS AND PERQUISITES
(Percent of Companies)

Benefit/Perquisite	Senior Management	Regional/District Management	Merchandisers and Buyers	Store Managers	Other Store Management
SAVINGS/ESTATE-BUILDING PLANS					
401(k) Salary Reduction Plan	71%	63%	69%	65%	60%
Qualified Pension Plan	53	48	52	48	49
Qualified Profit-Sharing Plan	44	36	44	40	36
INSURANCE PLANS					
Dental Insurance Plan	92	80	87	81	79
Prescription Plan	80	67	75	71	68
Visual/Optical Coverage Plan	57	48	53	51	49
SUPPLEMENTAL PLANS					
Supplemental Life Insurance	57	37	43	40	33
Supplemental Long-Term Disability	48	35	39	35	29
BENEFITS					
Company Car	77	57	31	1	1
Company-Paid Annual Physicals	65	31	17	15	7
Educational Aid for Employees	56	53	55	48	45

COMPENSATION LEVELS

The 1991-1992 Study includes compensation data on 61 positions which are representative of corporate, operations, and store management positions in the food retail/wholesale industry. In general, compensation levels for management positions are related to a measure of position responsibility (scope). For example, executives in a company with $1 billion in sales are typically paid significantly more than executives in a $200 million company. This relationship between position responsibility (scope) and compensation is shown graphically in the trend line exhibits that accompany the tabular exhibits for the majority of the survey positions.

To illustrate the relationship between scope and compensation, the following charts show pay levels for selected positions at three representative company sizes—$250 million, $500 million, and $1 billion in company sales (company sales is a primary measure of scope for these positions). The survey also contains many positions for which other measures, such as meat sales or weekly store sales, are appropriate.

	Base Salary Levels* (in $ Thousands) in Companies with Sales of:		
Position	**$250 Million**	**$500 Million**	**$1 Billion**
Chief Executive Officer	$164.8	$214.1	$278.1
Chief Financial Officer	91.1	113.5	141.3
Top Merchandising & Procurement Executive	82.7	97.7	115.4
Top Human Resources Executive (Without Labor Relations)	67.4	76.8	87.5
Top Human Resources Executive (With Labor Relations)	62.9	76.9	93.9
Top MIS Executive	62.2	74.0	87.9
Controller	55.7	65.0	75.9
Top Real Estate Executive	55.5	66.0	78.6
Top Distribution Executive	63.2	76.2	91.9
Top Advertising Executive	53.5	60.7	68.8
Warehouse Manager (With Transportation)	48.4	52.9	57.8

---

*Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1992.

Position	Total Compensation Levels* (in $ Thousands) in Companies with Sales of: $250 Million	$500 Million	$1 Billion
Chief Executive Officer	$212.2	$283.5	$378.7
Chief Financial Officer	103.3	132.1	169.0
Top Merchandising & Procurement Executive	93.1	113.1	137.3
Top Human Resources Executive (Without Labor Relations)	81.5	95.6	112.1
Top Human Resources Executive (With Labor Relations)	65.0	84.7	110.5
Top MIS Executive	65.5	81.6	101.5
Controller	62.5	75.4	90.8
Top Real Estate Executive	58.7	72.1	88.7
Top Distribution Executive	71.2	90.2	114.4
Top Advertising Executive	58.3	68.4	80.2
Warehouse Manager (With Transportation)	51.7	57.0	63.0

---

*Total compensation levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1992.

Relationships between salary levels for selected positions and the Chief Executive Officer are shown below for three representative size categories.

Position	Percent of CEO Salary* in Companies with Sales of: $250 Million	$500 Million	$1 Billion
Chief Executive Officer	100%	100%	100%
Chief Financial Officer	55	53	51
Top Merchandising & Procurement Executive	50	46	41
Top Human Resources Executive (Without Labor Relations)	41	36	31
Top Human Resources Executive (With Labor Relations)	38	36	34
Top MIS Executive	38	35	32
Controller	34	30	27
Top Real Estate Executive	34	31	28
Top Distribution Executive	38	36	33
Top Advertising Executive	32	28	25
Warehouse Manager (With Transportation)	29	25	21

---

*Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1992.

Though several of the top management positions are similar to positions that exist in other industries, the difficulty in comparing compensation levels in the food retail/wholesale industry with those in other industries is establishing comparability in terms of company size or other measure of the scope of an executive's responsibility. The food retail/wholesale industry is unique, and differs from general industry in many significant respects, including profit margins, absolute revenue levels, etc. We would not anticipate a dollar-for-dollar comparison between these industry segments.

The following data, then, is presented simply to provide a framework for comparison with the broader general industry community. In general, compensation levels for executives in food retail/wholesale companies with sales of $1 billion are similar to those of general industry top executives in companies with $175 million in sales.

TOP MANAGEMENT COMPENSATION COMPARISON
(Compensation in $ Thousands)

Position	Food Retail/ Wholesale with $1 Billion in Sales: Base Salary	Food Retail/ Wholesale with $1 Billion in Sales: Total Compensation	General Industry* with $175 Million in Sales: Base Salary	General Industry* with $175 Million in Sales: Total Compensation
Chief Executive Officer	$278.1	$378.7	$277.1	$361.2
Chief Financial Officer	141.3	169.0	132.7	162.5
Top Human Resources Executive (With Labor Relations)	93.9	110.5	97.4	112.9
Top MIS Executive	87.9	101.5	82.0	89.8

---

*SOURCE: Sibson & Company Management Compensation Survey.

PART I: PARTICIPANT PROFILE

Seventy-five companies participated in the 1991-1992 Management Compensation Study for Wholesalers and Large Retailers. These participants represent a cross-section of small, medium, and large organizations across all geographic regions. Fifty-eight companies, 77 percent of the participant group, also participated in last year's survey.

A profile of the participants is shown below; a participant list is shown on page 23.

PARTICIPATING COMPANIES BY SIZE

Sales Category	Average Sales ($ Millions)	Number of Companies	Percent of Total
Less than $250 Million	$ 142	20	27%
$250 - 499 Million	374	10	13
$500 - 999 Million	753	10	13
$1 - 1.99 Billion	1,187	14	19
$2 Billion and Above	6,054	21	28
TOTAL	**$2,105**	**75**	**100%**

PARTICIPATING COMPANIES BY NUMBER OF EMPLOYEES

Number of Employees	Average Number of Employees	Number of Companies	Percent of Total
Less than 500	282	11	15%
500 - 999	691	12	16
1,000 - 2,499	1,575	16	21
2,500 - 4,999	3,312	17	23
5,000 and Above	20,593	19	25
TOTAL	**6,456**	**75**	**100%**

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

Region	Number of Companies	Percent of Total
Region 1: Northeast Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	20	27%
Region 2: Northeast Central Illinois, Indiana, Michigan, Ohio, Wisconsin	14	19
Region 3: West Central Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming	19	25
Region 4: Southeast Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia	12	16
Region 5: Pacific Alaska, California, Hawaii, Oregon, Washington	10	13
TOTAL	**75**	**100%**

LIST OF PARTICIPANTS

Acme Markets, Inc.
Alaska Commercial Company
Albertson's, Inc.
American Stores Company
Associated Grocers, Inc.
Associated Wholesale Grocers, Inc.
Bashas' Inc.
Bel Air Markets
Big V Supermarkets, Inc.
Big "Y" Foods, Inc.
Bozzuto's, Inc.
Buehler Food Markets, Inc.
Clemens Markets, Inc.
Copps Corporation
D&W Food Centers
D' Agostino Supermarkets Inc.
Dahl's Foods
Delchamps, Inc.
Dillon Companies, Inc.
Eagle Food Centers, Inc.
First National Supermarkets, Inc.
Fleming Companies, Inc.
Food Lion, Inc.
Genuardi Super Markets, Inc.
Giant Food, Inc.
Golub Corporation
The Great A&P Tea Company
Gregerson's Foods Inc.
Groub (J.C.) Company, Inc.
Haggen Inc.
Hannaford Brothers Company
Hawaiian Grocery Stores, Ltd.
H-E-B Grocery Company
Holiday Companies
Homeland Stores, Inc.
Hughes Markets, Inc.
Jewel Food Stores
Jitney-Jungle Stores of America, Inc.
K-VA-T Food Stores, Inc.
Kash N' Karry, Food Stores, Inc.
Kings Super Markets, Inc.
Lucky Stores Inc.
Lunds, Inc.
"M" Systems Food Stores, Inc.
Market Basket Food Stores
Mars Super Markets, Inc.
Marsh Supermarkets, Inc.
Martin's Super Markets, Inc.
Mayfair Super Markets, Inc.
Minyard Food Stores Inc.
Morris (T.J.) Company
Nash Finch Company
P&C Food Markets, Inc.
Park Orchards Inc.
Pay Less Super Markets, Inc.
Publix Super Markets Inc.
Pueblo International, Inc. - Puerto Rico Division
Purity Supermarkets
Ralphs Grocery Company
Randall's Food Markets, Inc.
Riesbeck Food Markets, Inc.
Riverside Division - Penn Traffic Company
Roundy's Inc.
Schnuck Markets, Inc.
Scolari's Food & Drug Company
Seaway Food Town, Inc.
Shaw's Supermarkets, Inc.
Spartan Stores, Inc.
Star Markets Company
Stop & Shop Supermarket Company
Super Valu Stores, Inc.
Supermarkets General Corporation
Thriftway, Inc.
Thrifty Foods Stores
Vons Companies, Inc.

PART II: COMPENSATION PROGRAM INFORMATION

INTRODUCTION

This year's survey includes sections on salary planning and on various key elements of the total compensation package for executives and other employees. The topics included are:

- Salary Planning
- Annual Management Incentive Plans
- Buyer Incentive Plans
- Long-Term Incentive Plans
- Benefits and Perquisites
- Health Care Cost Containment

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are described on page 22.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers, and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

All participants (75 companies) responded to the compensation program section of the survey.

SALARY PLANNING

Thirty-three of the 71 responding companies (46 percent) reported that their salary year begins in January. As the following chart shows, the remaining companies are distributed throughout the year.

Salary Year Begins in:	Number of Companies
January	33
February	7
March	4
April	9
May	3
June	2
July	3
August	2
September	0
October	3
November	3
December	2

Fifty-nine companies report that they have adjusted, or plan to adjust, their salary ranges in 1992; 15 companies report that they do not. Fifty-two companies report that they plan to adjust their ranges in 1993; six report that they do not. The following chart shows actual 1992 and planned 1993 salary range adjustments by employee category.

SALARY RANGE ADJUSTMENTS

COMPARISON OF ACTUAL 1992 AND PROJECTED 1993 ANNUALIZED SALARY RANGE ADJUSTMENTS BY EMPLOYEE CATEGORY

Employee Category	1992 Actual	Number of Responses*	1993 Planned	Number of Responses*
Salaried Nonexempt	3.7%	42	3.5%	36
Exempt	3.8	50	3.8	41

*Please note that a number of companies did not provide data.

Sixty-two companies report that they do not grant any form of economic or general adjustment (in addition to merit increases) to their salaried employees. Of the nine companies that grant some form of adjustment, eight grant adjustments to all employee groups and one grants adjustments to nonexempt employees only. Four companies did not respond.

Although not all companies were able to supply predictions, the reported merit increase budget planned for 1993 for all employee groups averages 4.0 percent. A summary of the anticipated average merit increase budgets by employee group is shown in the following chart.

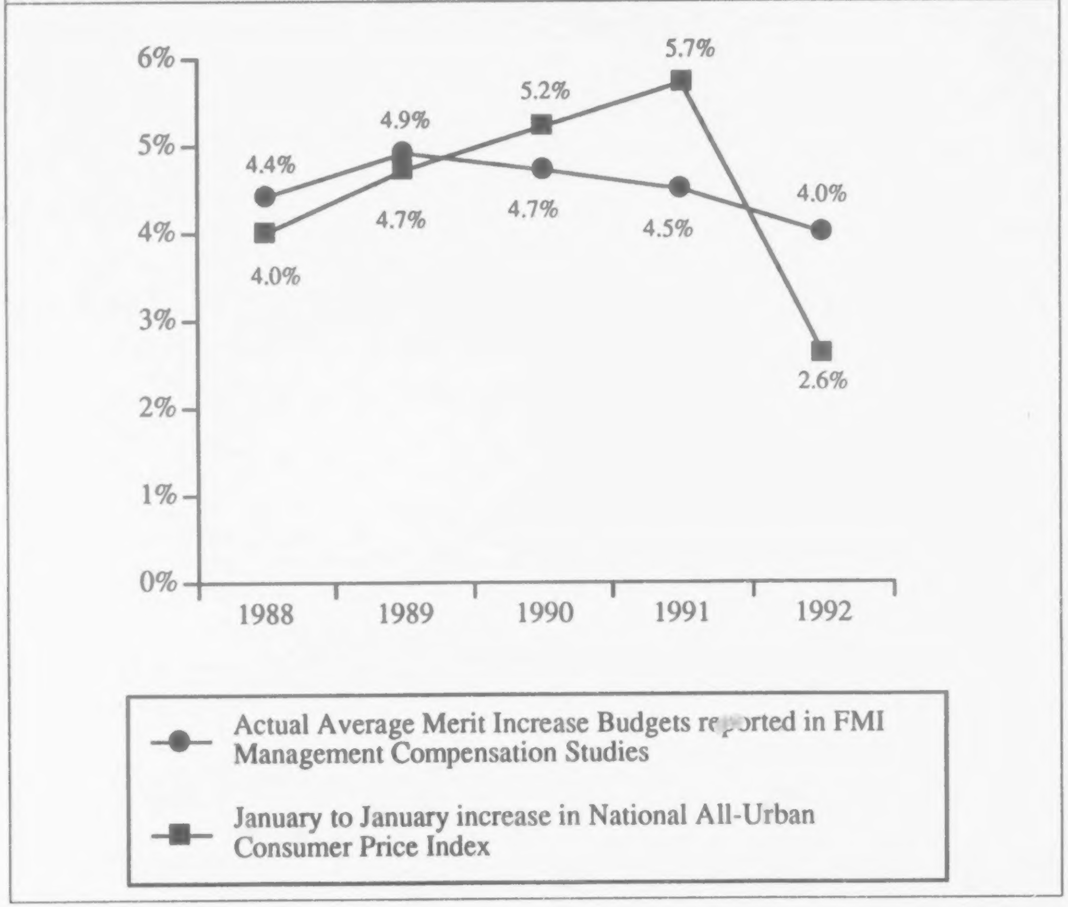
MERIT INCREASE BUDGETS
(Including Economic Adjustments)

COMPARISON OF ACTUAL 1992 AND PROJECTED 1993 AVERAGE MERIT INCREASE BUDGETS BY EMPLOYEE CATEGORY

Employee Category	Paid/ Planned in 1992	Number of Responses	Planned for 1993	Number of Responses
Salaried Nonexempt	4.0%	43	4.0%	32
Exempt	4.0	50	4.0	36
Officer/Executive	4.4	48	4.1	36
ALL EMPLOYEE GROUPS COMBINED	**4.0%**	**51**	**4.0%**	**37**

One issue that comes up frequently in salary planning is cost of living and its relationship to merit increases. As the following exhibit shows, over time there is no consistent relationship between cost of living increases and merit increases. In general, compensation levels reflect the supply of and demand for labor while the cost of living reflects the supply of and demand for goods and services.

MERIT INCREASES VERSUS INCREASES IN CONSUMER PRICE INDEX
Five-Year Comparison



ANNUAL MANAGEMENT INCENTIVE PLANS

Prevalence

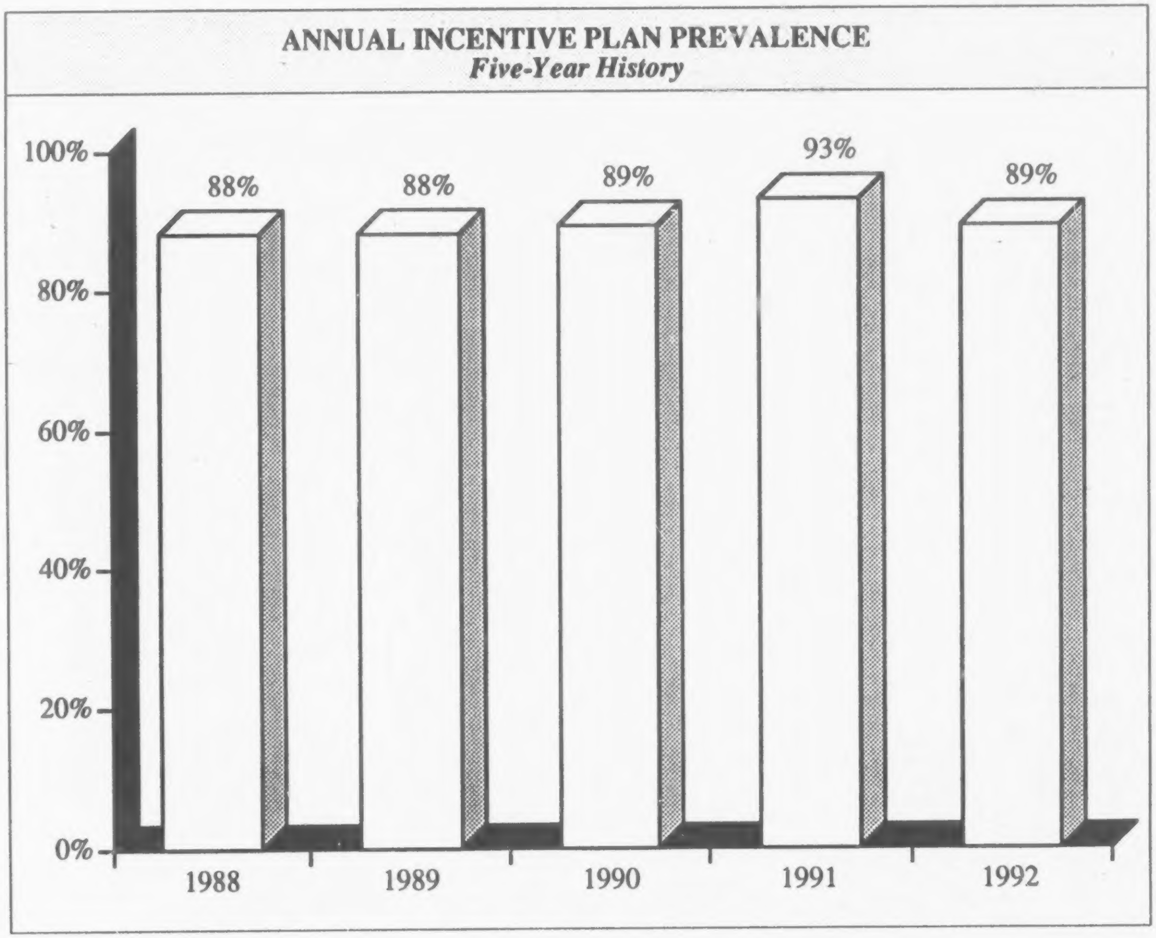
Sixty-seven companies (89 percent) have annual management incentive plans. Incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT INCENTIVE PLANS

	Number of Companies with Plans	Percent of Total
SALES CATEGORY		
Less than $250 Million	17	85%
$250 - 499 Million	8	80
$500 - 999 Million	9	90
$1 - 1.99 Billion	13	93
$2 Billion and Above	20	95
GEOGRAPHIC REGION		
Northeast	18	90
Northeast Central	12	86
West Central	18	95
Southeast	11	92
Pacific	8	80
ALL COMPANIES	**67**	**89%**

NOTE: One company is in the process of reviewing its incentive plans. This company is included in the table above and on page __ and excluded from subsequent tables in this section.

As the following exhibit shows, the overall prevalence of annual management incentive plans has remained fairly constant over the past five years.



Incentive plans are most prevalent at the senior management level (92 percent), although the majority of companies also provide plans for the other management groups.

INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP
(As a Percent of Companies with Plans)

Sales Category	Senior Management	Regional/District Management	Merchandisers and Buyers	Store Managers	Other Store Management	Number of Companies with Incentive Plans
Less than $250 Million	77%	29%	65%	82%	71%	17
$250 - 499 Million	100	100	75	100	63	8
$500 - 999 Million	89	100	100	100	89	9
$1 - 1.99 Billion	100	83	75	92	75	12
$2 Billion and Above	100	95	75	80	65	20
ALL COMPANIES	92%	77%	76%	88%	71%	66

Types of Plans

The majority of the incentive plans (61 percent) are goal-oriented plans.

TYPES OF INCENTIVE PLANS

Plan Type	Number of Companies*	Percent of Plans
Goal-Oriented Plan: The plan is based on attainment of predetermined and explicitly communicated business performance (and possibly, individual performance) goals. The goals are determined on an annual basis and are often stated in terms of budgets or forecasts. If the goals are achieved, funds are accrued from which bonuses are paid. If the goals are under- or over-achieved, smaller or larger bonuses are paid.	40	61%
Bonus Plan: The company establishes a bonus fund or pool which is frequently related to profits. (For example, the fund equals 5 percent of pretax earnings in excess of a 10 percent return-on-shareholders' equity.) The fund is distributed to plan participants in proportion to their salaries and/or performance.	21	32
Discretionary Plan: There is no specific formula for determining the bonus fund or individual bonus awards. The plan is more informal than the two types described above and the basis for awards is not communicated in advance to the plan participants.	10	15

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*Some companies have more than one type of incentive plan.

Performance Measures

The majority of the companies establish business performance targets annually as part of their strategic planning process.

Sixty-five of the 66 (responding) companies with incentive plans indicate that their plans are formula-based (i.e., awards are determined by a specific formula based, at least in part, on corporate and/or division performance). As shown in the following chart, pretax earnings and target sales are the performance measures used most frequently in plans for all management groups.

PERFORMANCE MEASURES USED IN INCENTIVE PLANS
(As a Percent of Formula-Based Plans)

Performance Measure	Senior Management	Regional/District Management	Merchandisers And Buyers	Store Managers	Other Store Management
Pretax Earnings	49%	45%	34%	32%	33%
Target Sales	37	40	39	43	42
Net Income	32	26	32	23	26
Discretionary	30	23	23	15	14
Earnings Per Share Growth	7	2	0	0	0
Return on Assets	7	6	0	0	0
Return on Invested Capital	7	2	0	0	0
Return on Sales	7	11	5	13	14
Return on Equity	5	2	2	0	0
NUMBER OF COMPANIES RESPONDING	**57**	**47**	**44**	**53**	**43**

Individual Awards

Typically, incentive awards are based on a combination of individual performance and the business performance of the individual's organizational unit. As shown in the following chart, 98 percent of the senior management plans are based on company performance and 86 percent of the store manager plans are based on store performance. A significant percentage of plans at all management levels use individual performance as a criterion in determining awards.

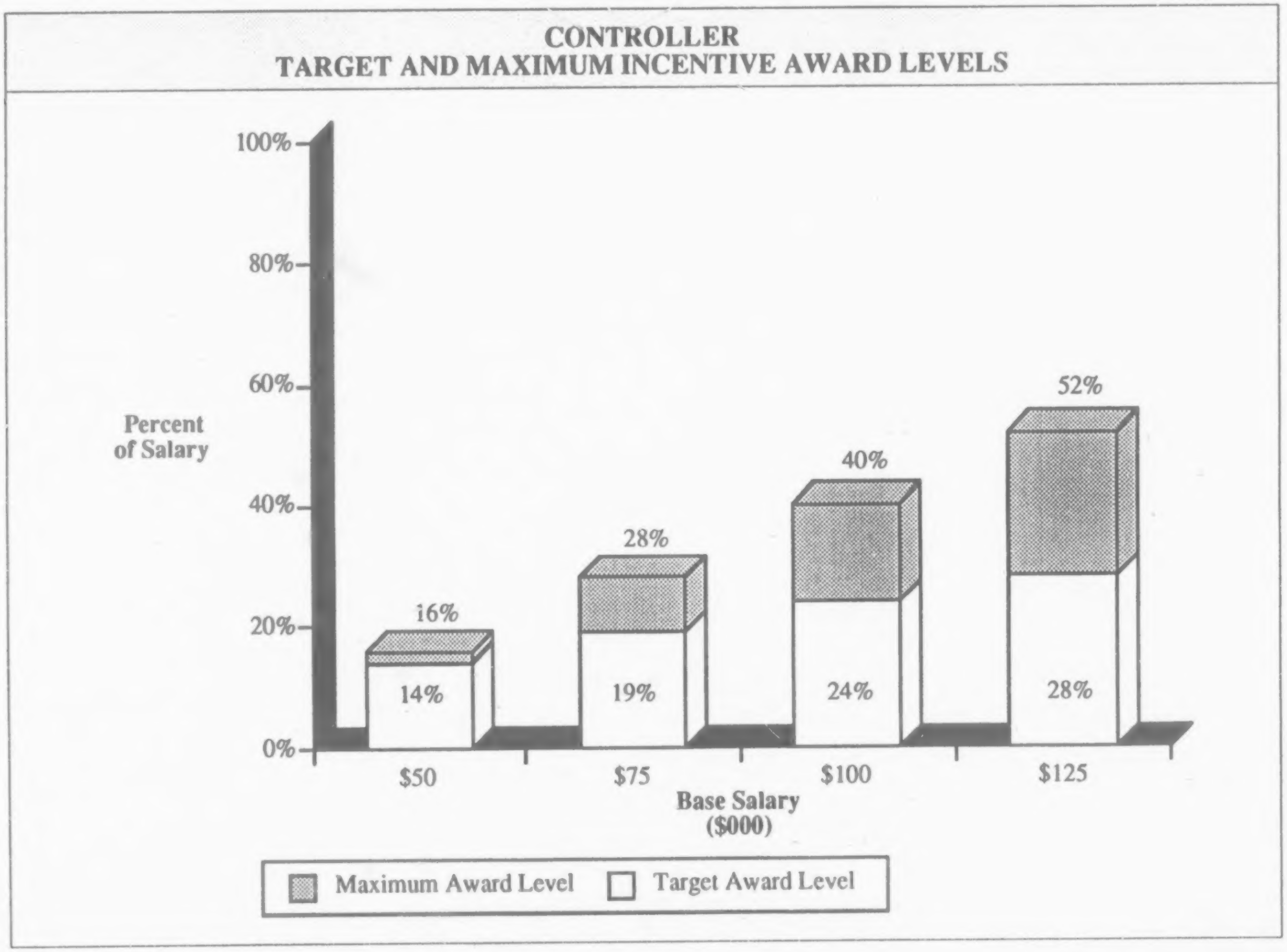
BASIS OF INDIVIDUAL INCENTIVE AWARDS
(As a Percent of Plans)

Basis	Senior Management	Regional/District Management	Merchandisers and Buyers	Store Managers	Other Store Management
Overall Company Performance	98%	67%	79%	43%	36%
Regional/District Performance	5	56	10	5	4
Store Performance	5	6	4	86	76
Individual Performance	39	42	50	34	44
NUMBER OF COMPANIES RESPONDING	61	48	48	56	45

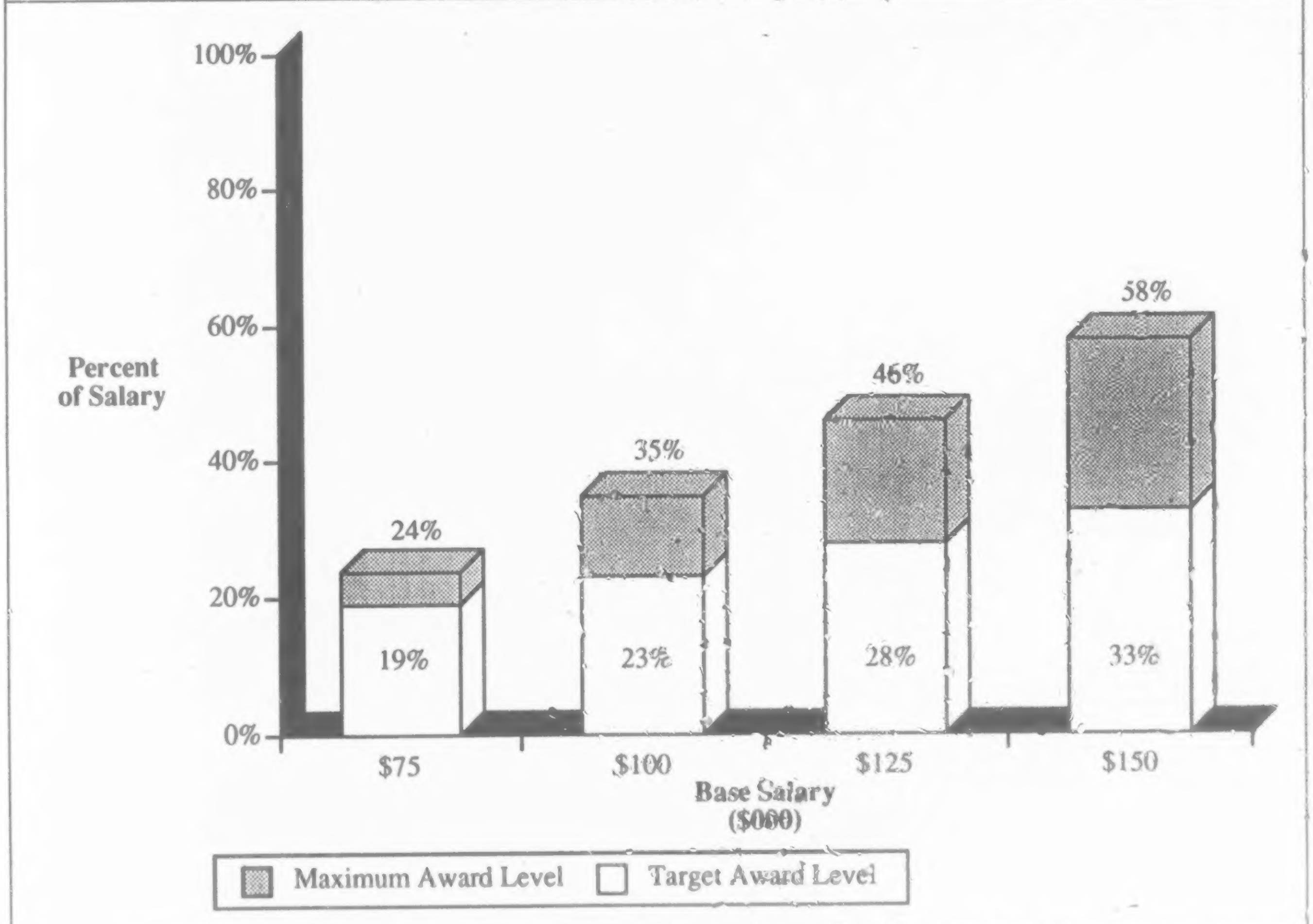
NOTE: Most companies use a combination of performance results.

Slightly more than half of the responding companies (52 percent) indicated that their incentive plans are designed to pay a target award (i.e., an award that is paid when individual and/or business performance goals are achieved). In all but one company, the target award is expressed as a percent of salary. Most plans that specify target award levels also specify maximum award levels.

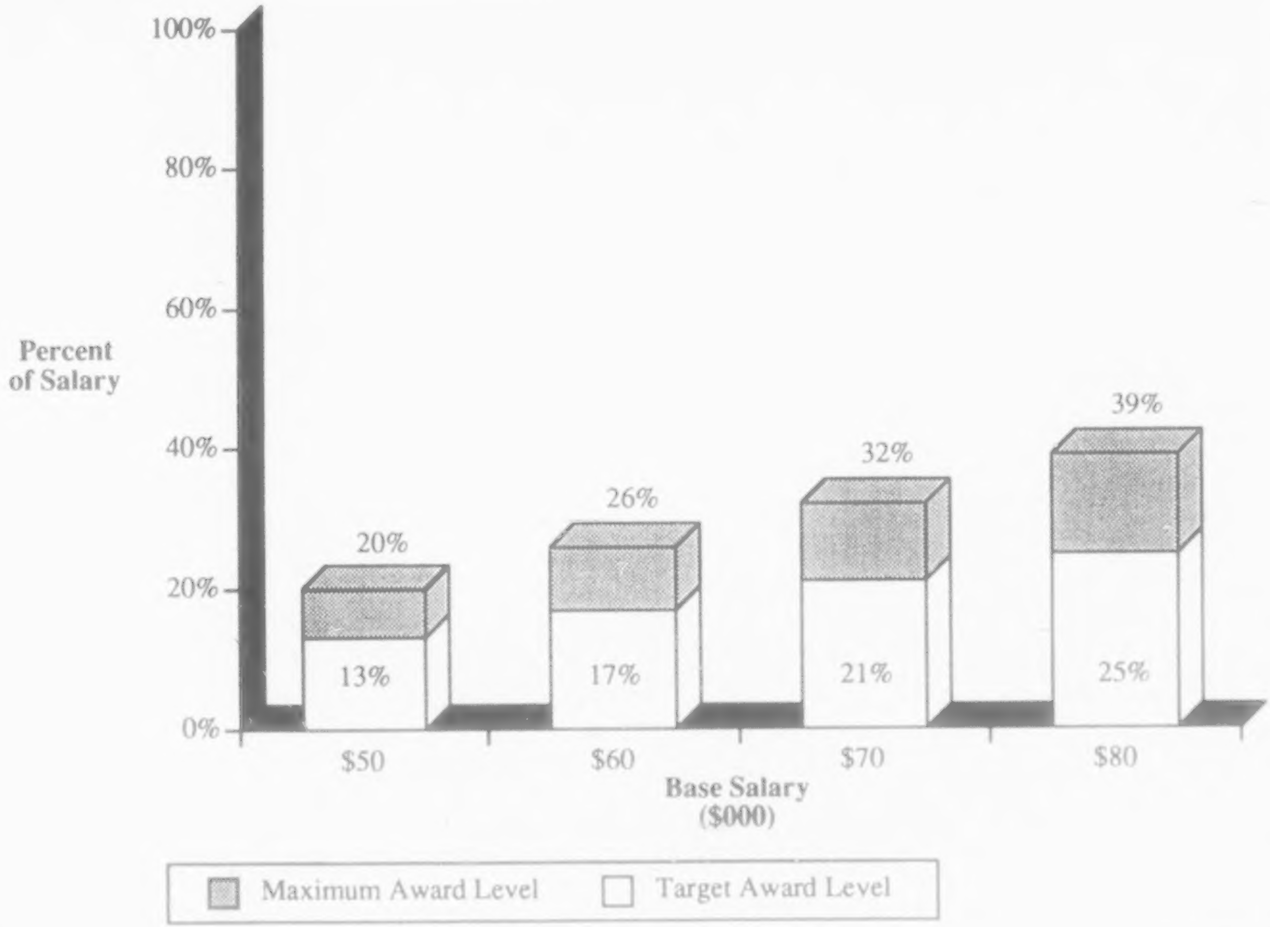
Target and maximum awards at various salary levels are shown below for seven representative positions.


CONTROLLER
TARGET AND MAXIMUM INCENTIVE AWARD LEVELS

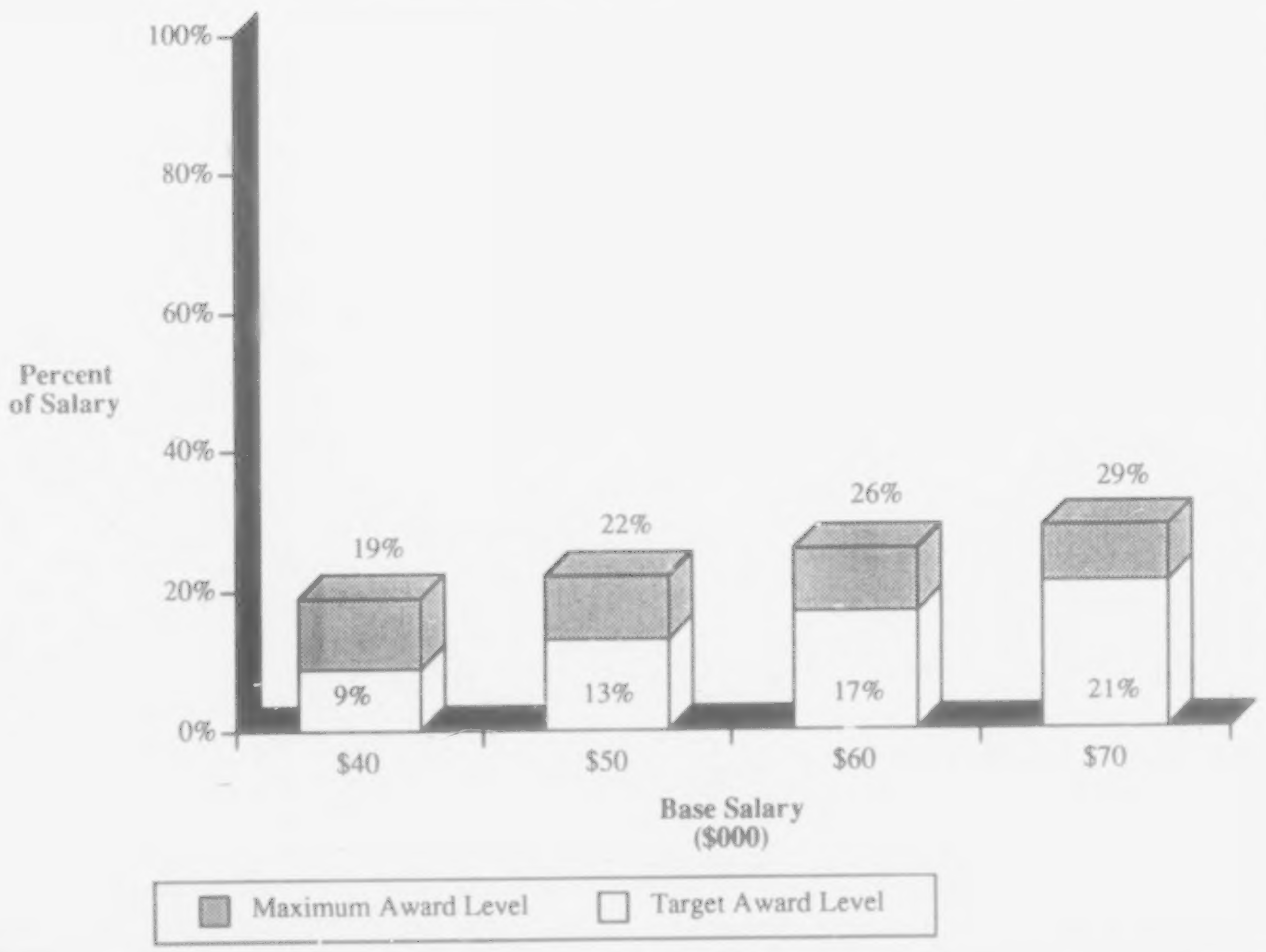
TOP HUMAN RESOURCES EXECUTIVE TARGET AND MAXIMUM INCENTIVE AWARD LEVELS



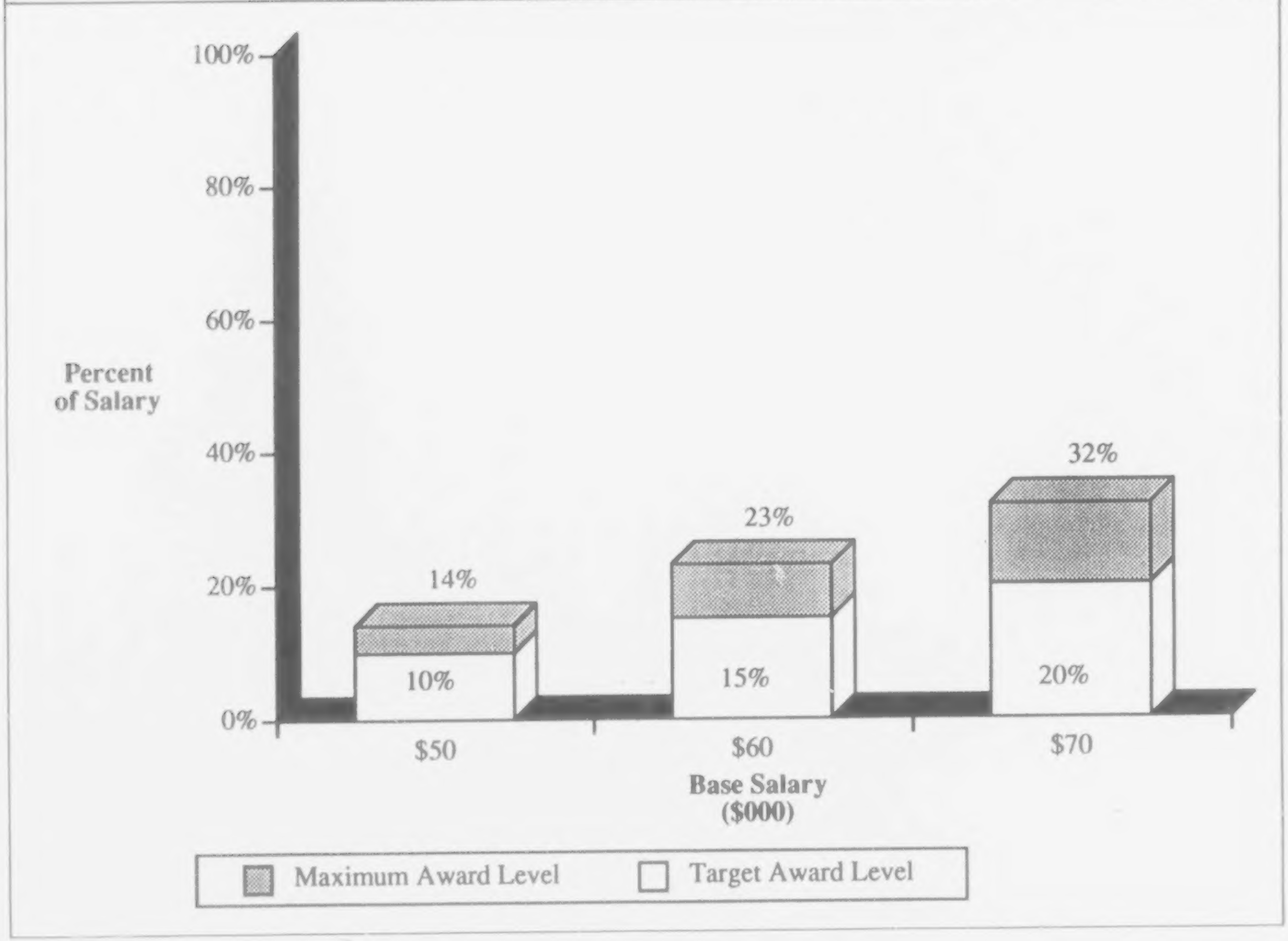
DISTRICT MANAGER
TARGET AND MAXIMUM INCENTIVE AWARD LEVELS



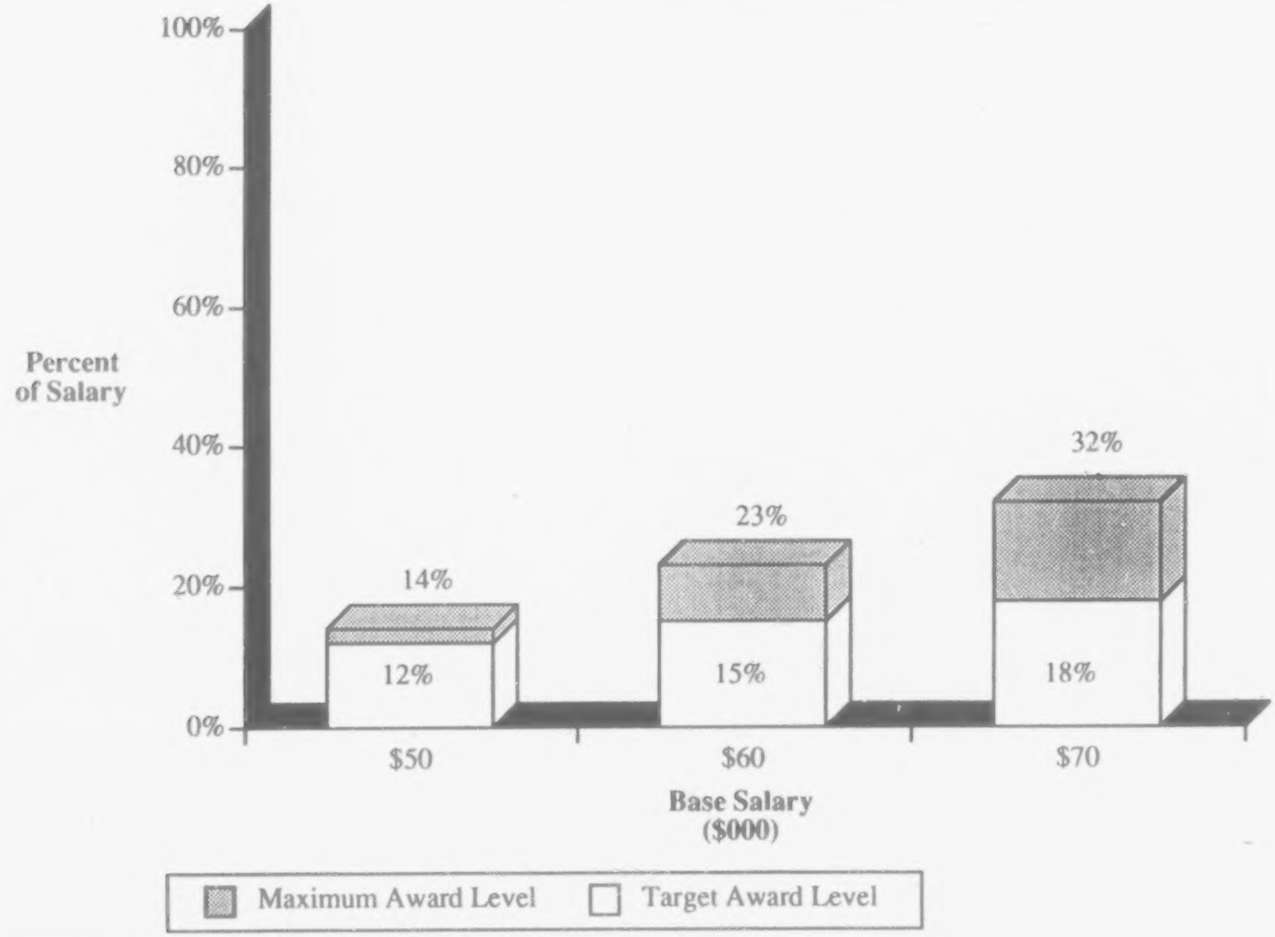
MEAT MERCHANDISER
TARGET AND MAXIMUM INCENTIVE AWARD LEVELS



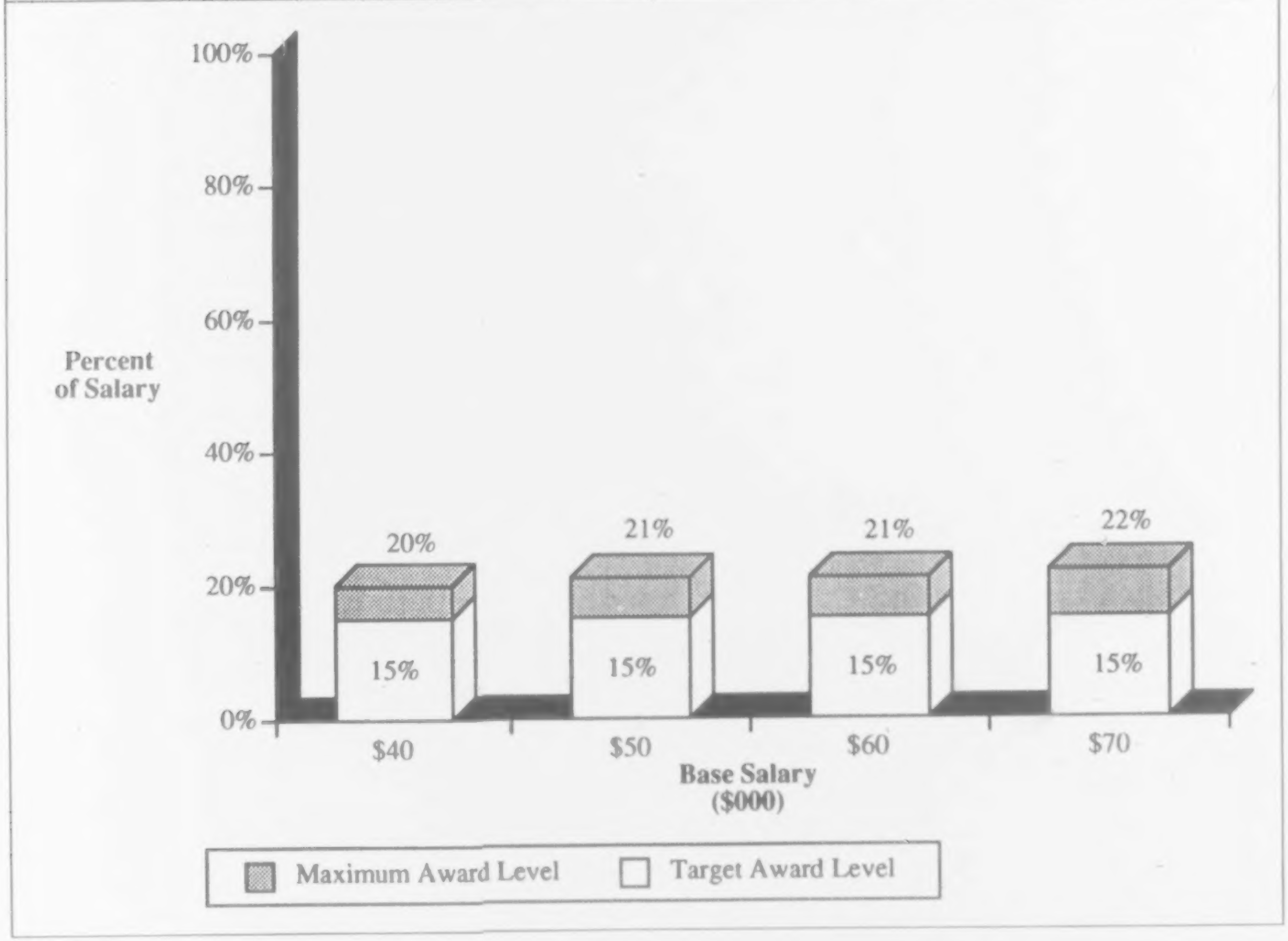
GROCERY MERCHANDISER
TARGET AND MAXIMUM INCENTIVE AWARD LEVELS



GROCERY BUYER
TARGET AND MAXIMUM INCENTIVE AWARD LEVELS



STORE MANAGER
TARGET AND MAXIMUM INCENTIVE AWARD LEVELS



Eligibility and Participation

Company practices vary widely with regard to incentive plan eligibility and participation. While 19 companies (33 percent) extend eligibility to all exempt employees, only ten companies (17 percent) report that all exempt employees actually participated in 1991.

On average, 58 percent of exempt employees were eligible to participate in an incentive plan, while 46 percent actually participated. The following chart shows the distribution for eligibility and participation.

PERCENT OF EXEMPT EMPLOYEES IN INCENTIVE PLANS

Percent of Total Exempts	Eligible for Plan	Actually Participated in 1991
Less than 6%	11%	17%
6 - 10	3	3
11 - 25	16	17
26 - 35	3	5
36 - 45	7	9
46 - 55	5	9
56 - 65	12	12
66 - 75	5	2
76 - 85	2	2
86 - 95	3	5
96 - 99	0	2
100	33	17
AVERAGE PERCENT OF EXEMPTS	58%	46%
NUMBER OF COMPANIES	58	58

The average lowest annual salary of plan participants is one indicator of how far down into the organization companies extend their incentive plan. On average, the lowest annual salary of plan participants within corporate headquarters is $37,740. The lowest annual salary, on average, of plan participants at the store level is $28,780.

The following chart shows the average lowest annual salary by sales category.

INCENTIVE PLAN PARTICIPATION

Sales Category	Lowest Annual Salary of Plan Participants: Within Corporate Headquarters	Lowest Annual Salary of Plan Participants: At the Store Level
Less than $250 Million	$29,710	$25,470
$250 - 499 Million	40,500	28,830
$500 - 999 Million	35,330	35,810
$1 - 1.99 Billion	36,070	25,080
$2 Billion and Above	43,470	31,083
ALL COMPANIES	**$37,740**	**$28,780**

Award Deferral

Thirteen companies with incentive plans (20 percent) report that their plans contain provisions for participants to defer all or part of their annual awards. In 8 of these companies (62 percent), deferral is voluntary.

BUYER INCENTIVE PLANS

Five companies (7 percent) have a separate incentive plan for buyers.* Four of these companies also include buyer positions in their annual management incentive plan.

As the following chart shows, the buyer incentive plan typically covers the majority of the buyer positions within the organization.

BUYER INCENTIVE PLAN COVERAGE

	Companies Indicating Position is Covered by Buyer Incentive Plan	
Buyer Position	Number of Companies	Percent of Companies with Plans**
Grocery	5	100%
Dairy	4	80
Frozen Foods	4	80
Bakery	3	60
Deli	3	60
Meat	3	60
Nonfood	3	60
Produce	3	60

**Excludes companies that do not have the position.

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* Twelve companies reported having a buyer incentive plan in 1991. Changes in the participant group and companies that have dropped or are phasing out their buyer incentive plans (three companies) account for the decrease in the prevalence of buyer incentive plans relative to 1991.

Most companies use more than one performance measure in their buyer incentive plan. The two most frequently reported measures are inventory level in buying category and store service level in buying category. As the following chart shows, no single measure was identified as most important among the responding companies.

BUYER INCENTIVE PLAN PERFORMANCE MEASURES

	Number of Companies That:	
Performance Measure	**Use Measure**	**Identify Measure as the Primary Measure**
Inventory Level in Buying Category	4	1
Store Service Level in Buying Category	3	2
Buyer Generated Discounts/Allowances	1	—

Three companies pay buyer incentive awards annually. The other two pay awards quarterly. All of the companies with plans indicated that awards are paid out in cash.

LONG-TERM INCENTIVE PLANS

Prevalence

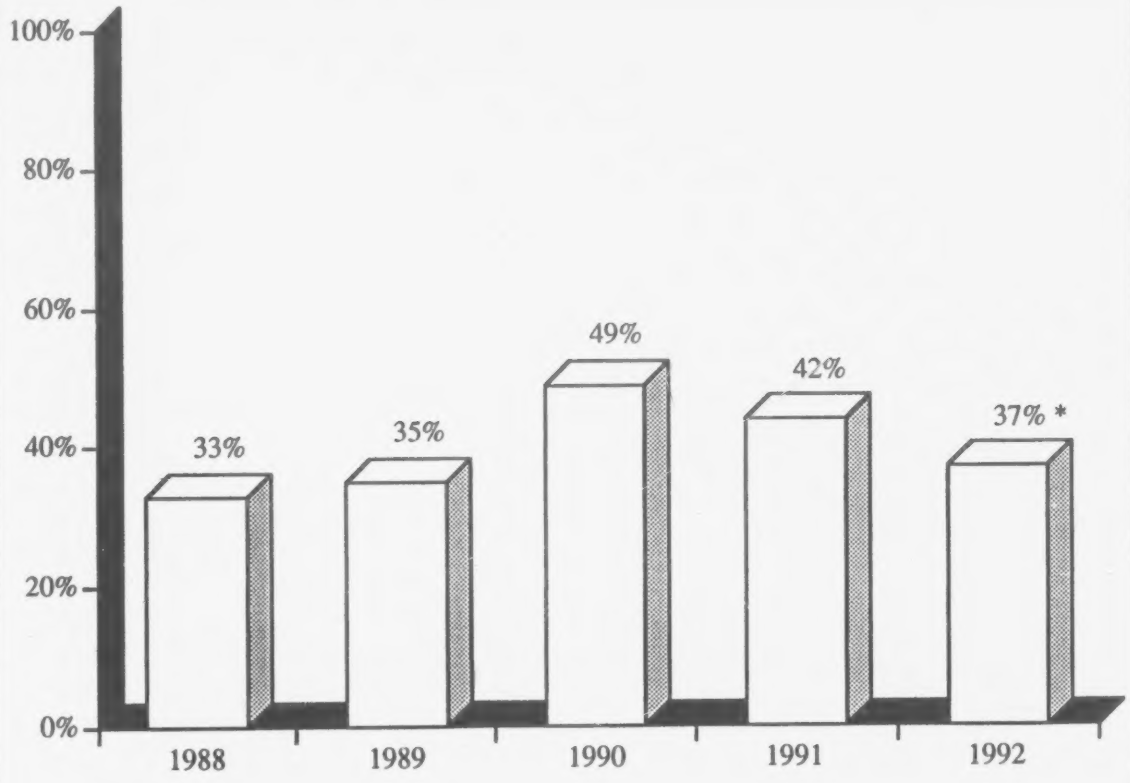
Long-term incentive plans are plans that are based on company and/or individual performance over a period of more than one year. Included in this definition are stock option and other stock-based plans and various performance-based plans. Twenty-eight companies (37 percent) provide some type of long-term plan. As shown in the following chart, the prevalence of plans is significantly greater in companies with over $1 billion in sales.

PREVALENCE OF LONG-TERM INCENTIVE PLANS

	Number of Companies with Plans	Percent of Total
SALES CATEGORY		
Less than $250 Million	2	10%
$250 - 499 Million	–	–
$500 - 999 Million	3	30
$1 - 1.99 Billion	7	50
$2 Billion and Above	16	76
GEOGRAPHIC REGION		
Northeast	9	45
Northeast Central	3	21
West Central	7	37
Southeast	5	42
Pacific	4	40
ALL COMPANIES	28	37%

There has been an increase in the prevalence of long-term incentive plans over the last five years.

LONG-TERM INCENTIVE PLAN PREVALENCE
Five-Year History



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*The decrease relative to 1991 reflects a change in the participant group rather than a trend toward the elimination of existing plans.

Most of the companies with long-term incentive plans restrict eligibility to senior and regional/district management. The following chart shows the prevalence of plans for each management group.

LONG-TERM INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP

Management Group	Number of Companies with Plans
Senior Management	28
Regional/District Management	16
Merchandisers and Buyers	11
Store Managers	12
Other Store Management	5

Types of Plans

The types of long-term plans provided to each management group are summarized below. Plan definitions are shown on page 51.

TYPES OF LONG-TERM INCENTIVE PLANS
(Number of Companies)

Plan	Senior Management	Regional/ District Management	Merchandisers and Buyers	Store Managers	Other Store Management
STOCK OPTION PLANS					
Nonqualified Stock Options (NQSOs)	16	8	4	4	1
Incentive Stock Options (ISOs)	14	9	5	7	4
Stock Appreciation Rights (SARs)	10	1	1	1	–
OTHER LONG-TERM INCENTIVE PLANS					
Restricted Stock	9	1	1	1	–
Long-Term Bonus	6	1	–	–	–
Phantom Stock	2	1	1	–	–
Extended Payout of Annual Awards	1	–	–	–	–
Performance Shares	1	–	–	–	–
Performance Units	1	1	–	–	–
Dividend Equivalent	–	–	–	–	–

Stock Option Plans

Plan Administration

Twelve companies with stock option plans (71 percent) report that the maximum exercise period for an award is ten years. The remaining five companies report maximums ranging from two to seven years.

As the following exhibit shows, the majority of the companies with plans (68 percent) report that awards are granted annually to plan participants.

FREQUENCY OF GRANTS

Options Granted to Same Individual Every:	Number of Companies	Percent of Plans
1 Year	13	68%
2 Years	2	11
3 Years	2	11
4 Years	–	0
5 Years or More	2	11

TYPES OF LONG-TERM INCENTIVE PLANS

STOCK OPTION PLANS

Nonqualified Stock Options (NQSOs): Can be granted at a price below fair market value. The option may be exercised (i.e., shares of company stock may be bought from the company) at any time during the option period, unless exercise restrictions are placed on the option.

Incentive Stock Options (ISOs): If the options meet specific requirements (e.g., the option price must be equal to or greater than the fair market value at grant, stock must be held for one year after exercise and two years after grant), then the executive is not taxed until sale of the stock (i.e., not taxed at exercise). Prior to the Tax Reform Act of 1986, additional requirements had to be satisfied (e.g., options had to be exercised in order of sequence) and the full appreciation in stock price from grant to sale was treated as a capital gain.

Stock Appreciation Rights (SARs): A right, typically attached to a NQSO or ISO, that allows the executive to receive the value of the appreciation of the share of stock in cash, stock, or a combination of cash and stock (i.e., upon exercise the executive receives the difference between the current price and the grant price).

OTHER LONG-TERM INCENTIVE PLANS

Phantom Stock: An award of "units" (not representing any ownership interest), similar to free-standing SARs, that entitles the executive to the appreciation of one share of the company's stock. It differs from SARs because typically appreciation is from the time of grant to a specified future date set by the company. Also, the executive generally receives credit for any dividends.

Restricted Stock: This is an outright grant of stock that is restricted from resale until the end of a stated period of employment and/or until performance vesting criteria are satisfied. Until the vesting criteria are met, the stock is nontransferable and if the criteria are not met then the stock is forfeited.

Dividend Equivalent: An award which is equal in value to the dividends paid to common shareholders over the award period. The award may be paid when dividends are paid or accrued over a vesting period.

Performance Units: A grant of a specific number of units, the value of which depends on the achievement of established performance criteria. Performance is judged over a predetermined, multi-year period during which the executive must remain employed with the company (usually three to five years).

Long-Term Bonus: Similar to an annual bonus, but performance is measured over a multi-year period, generally three to five years.

Extended Payout of Annual Awards: Additional multi-year criteria are established (e.g., remaining with the company or meeting multi-year performance goals) that must be met before part or all of the annual incentive award becomes payable.

BENEFITS AND PERQUISITES

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed on the following pages, participating companies were asked about flexible benefits programs.

Flexible Benefits

"Cafeteria" or flexible benefits programs are those in which plan participants choose from among two or more benefits according to their needs. Over the past five years, there has been a significant increase in the number of companies that provide flexible benefits programs to their employees. Currently, 21 companies provide flexible benefits programs, compared to eight in 1988. Sixteen companies report that they are considering such a program.

Overall, the types of benefits and perquisites that companies provide to their employees have not changed significantly over the last five years, although 401(k) Salary Reduction Plans are significantly more prevalent now than they were in 1988.

PREVALENCE OF BENEFIT PLANS
Five-Year History
(Most Frequently Provided Plans)

	Insurance Plans			Savings/Estate Building Plans		
	Dental Insurance	**Prescription**	**Visual/ Optical Coverage**	**401(k) Salary Reduction**	**Qualified Pension**	**Qualified Profit Sharing**
1992	92%	80%	57%	71%	53%	44%*
1991	92	76	57	74	55	54
1990	93	79	51	73	63	59
1989	93	81	42	69	68	51
1988	93	73	48	56	61	51

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*The decrease relative to 1991 reflects a change in the participant group rather than a trend toward the elimination of existing plans.

PREVALENCE OF BENEFIT PLANS

	Senior Management		Regional/ District Management		Merchandisers and Buyers		Store Managers		Other Store Management	
Plan	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total
SAVINGS/ESTATE BUILDING										
401(k) Salary Reduction Plan (Deferral of portion of base salary and/or total compensation)	53	71%	47	63%	52	69%	49	65%	45	60%
Qualified Pension Plan	40	53	36	48	39	52	36	48	37	49
Qualified Profit-Sharing Plan	33	44	27	36	33	44	30	40	27	36
Employee Stock Purchase Plan	21	28	17	23	17	23	17	23	17	23
Employee Stock Ownership Plan (ESOP)	16	21	13	17	12	16	13	17	13	17
Qualified Thrift-Savings Plan	11	15	10	13	11	15	11	15	10	13
Payroll-Based Stock Ownership Plan (PAYSOP)	3	4	3	4	3	4	3	4	3	4
INSURANCE										
Dental Insurance Plan	69	92	60	80	65	87	61	81	59	79
Prescription Plan	60	80	50	67	56	75	53	71	51	68
Visual/Optical Coverage Plan	43	57	36	48	40	53	38	51	37	49

PREVALENCE OF SUPPLEMENTAL PLANS

PLAN	Senior Management Number of Companies	Senior Management Percent of Total	Regional/ District Management Number of Companies	Regional/ District Management Percent of Total	Merchandisers and Buyers Number of Companies	Merchandisers and Buyers Percent of Total	Store Managers Number of Companies	Store Managers Percent of Total	Other Store Management Number of Companies	Other Store Management Percent of Total
Supplemental Life Insurance (i.e., in addition to group life plan)	43	57%	28	37%	32	43%	30	40%	25	33%
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	36	48	26	35	29	39	26	35	22	29
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing, or retirement benefits provided to all employees)	20	27	1	1	—	0	—	0	—	0
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	17	23	—	0	1	1	—	0	—	0

PREVALENCE OF PERQUISITES

	Senior Management		Regional/ District Management		Merchandisers and Buyers		Store Managers		Other Store Management	
Plan	Number Of Companies	Percent Of Total	Number Of Companies	Percent Of Total	Number Of Companies	Percent Of Total	Number Of Companies	Percent Of Total	Number Of Companies	Percent Of Total
Company Car	58	77%	43	57%	23	31%	1	1%	1	1%
Company-Paid Annual Physicals	49	65	23	31	13	17	11	15	5	7
Educational Aid for Employees	42	56	40	53	41	55	36	48	34	45
Country Club Membership Dues	17	23	2	3	1	1	1	1	—	0
Financial Counseling Services	14	19	4	5	2	3	2	3	2	3
Luncheon/Dinner Club Dues	14	19	5	7	4	5	5	7	1	1
Tax Counseling Services	11	15	1	1	1	1	—	0	—	0
First-Class Air Travel	8	11	—	0	—	0	—	0	—	0
Low- or No-Interest Company Loans	7	9	5	7	4	5	4	5	—	0
Estate Planning Services	6	8	1	1	1	1	1	1	1	1
Legal Counseling Services	6	8	—	0	—	0	—	0	—	0
Educational Aid for Dependents	3	4	3	4	3	4	3	4	3	4
Executive Dining Room	3	4	—	0	—	0	—	0	—	0

As the above exhibit shows, company cars are the most frequently provided perquisite to senior and regional/district management. Fifty-nine percent of the companies that provide company cars report that the cars are leased; 41 percent report that they are purchased.

HEALTH CARE COST CONTAINMENT

This section covers various topics related to how companies are administering health care plans for their headquarters management staff.

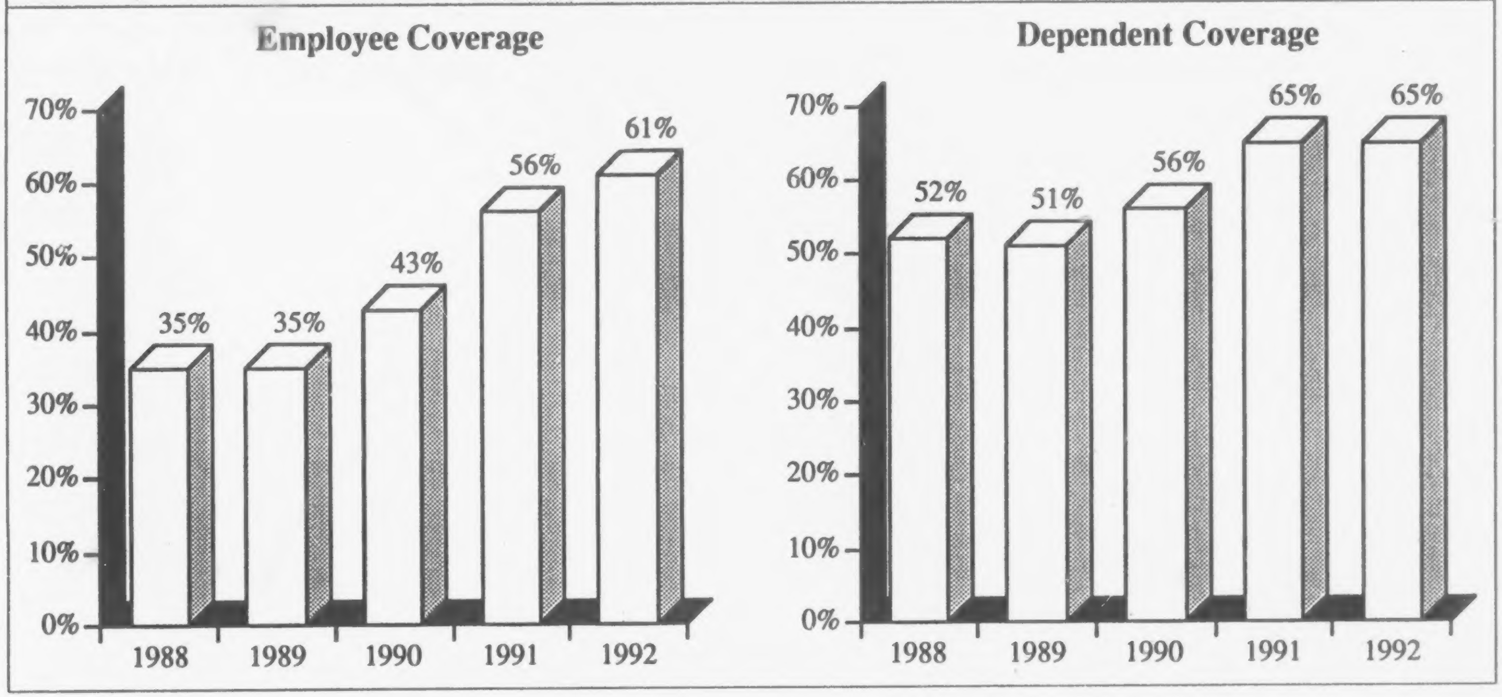
Seventy-three companies provide health benefits coverage. Their responses indicate that companies are continuing their efforts to control health care costs. For example:

- Seventy percent of the companies report that they have made a change in coverage during the last two years (e.g., increased the employee's portion of the premium or changed the co-payments). In 1988, 36 percent of the companies reported coverage changes.
- Fifty companies offer a Preferred Provider Organization (PPO) Plan versus 36 in 1988.

Coverage

Forty-six companies (63 percent) require employees to pay part of the premiums for employee coverage; 49 companies (67 percent) require contributions toward dependents' coverage.

As the following exhibit shows, since 1988 there has been a significant increase in the number of companies that require employees to pay part of the premiums for health coverage.



PERCENT OF COMPANIES REQUIRING EMPLOYEES TO PAY PART OF THE PREMIUMS FOR:
Five-Year History

Fifty-one companies (70 percent) reported that they have made changes in coverage during the last two years:

- Thirty-nine companies have increased the employee's portion of the premium for dependent coverage.
- Thirty-seven companies have increased the employee's portion of the premium for employee coverage.
- Twenty-seven companies have increased the deductible—typically by $50 or $100 for single coverage (e.g., from $100 to 200).
- Thirteen companies have changed the benefits co-payments (i.e., the percentage of covered health care costs paid by the plan).

The majority of the participants encourage the use of alternatives to traditional health care practices. As shown in the following chart, the most common alternatives are pre-admission testing and outpatient surgery.

PREVALENCE OF ALTERNATIVE PRACTICES		
Practice	**Number of Companies that Provide Coverage**	**Percent of Total**
Pre-Admission Testing	46	63%
Outpatient Surgical Facilities	43	59
Hospice Care	31	42
Health Maintenance Organizations	28	38
Paraprofessionals for Routine Illnesses	5	7

Fifty companies offer a Preferred Provider Organization (PPO) Plan. PPOs are plans that refer employees to a group of preferred physicians and specialists who have been selected to provide quality care at a reasonable cost. Twenty-six companies report that they encourage employees to use PPOs; typically by offering increased coverage (e.g., from 80 to 90 percent).

Nineteen companies require employees to obtain second opinions for all nonemergency surgery. Twenty-six companies require a second opinion for elective surgery. Although many companies do not require second opinions, the majority cover them if employees obtain them voluntarily; only two companies report that they do not cover them.

SURGICAL PROCEDURES AND SECOND OPINIONS

Procedure	Number of Companies that Require a Second Opinion	Percent of Total
Hysterectomy	35	48%
Removal of Tonsils/Adenoids	32	44
Knee Surgery	31	42
Prostatectomy	30	41
Coronary By-Pass Surgery	28	38
Hernia Repair	28	38
Removal of Hemorrhoids	28	38
Nasal Surgery	27	37
Bunionectomy	25	34
Varicose Vein Stripping	23	32

Administration

Fifty-seven companies (78 percent) have a self-insured plan, where the company incurs the risk of claims payment. Forty-six of these companies have stop-loss coverage, which insures the company if costs exceed a predetermined amount.

The vast majority of companies use a third-party administrator or insurance carrier to administer claims. Only four companies handle claims administration internally.

Nineteen companies (26 percent) report that they offer incentives to employees who audit their own medical bills for accuracy. Sixteen of these companies pay the employee approximately 50 percent of any amounts saved through the audits.

Prevention

Many companies sponsor health-related programs for their employees. The most common continue to be Employee Assistance Programs (38 companies), CPR Training (30 companies), Blood Pressure Checks (28 companies), and Smoking Cessation Programs (27 companies). The prevalence of the various programs is shown in the chart on the following page.

PREVALENCE OF COMPANY-SPONSORED HEALTH PROGRAMS

Program	Number of Companies	Percent of Total
Employee Assistance Program	38	52%
Cardiopulmonary Resuscitation Training (CPR)	30	41
Blood Pressure Checks	28	38
Smoking Cessation	27	37
Health Newsletter	22	30
Alcohol/Drug Abuse Control	20	27
Exercise/Fitness Program	20	27
Flu Shots	17	23
Accident Risk Reduction	12	16
Nutrition/Weight Control	12	16
Stress Management	9	12
Cancer Risk Reduction	3	4
Heart Attack Risk Reduction	2	3
Hypertension Control	1	1

POST-RETIREMENT MEDICAL COVERAGE

Twenty-nine companies (39 percent) provide medical coverage to retired employees. Almost half of these companies (13 companies) have determined a response to the recent FASB accounting rules that require companies to accrue the cost of post-retirement health care coverage.

As the following chart shows, in response to the FASB rules, most companies are sharing the cost of post-retirement coverage with the employee.

RESPONSE TO FASB ACCOUNTING RULES

Response		Number of Companies*
Share Cost of Coverage with Employee		12
• Increase deductibles	4	
• Increase employee portion of premium	8	
• Increase co-payment	1	
Limit Eligibility		8
• Limit eligibility to a specific group of participants	—	
• Establish a service/age requirement	8	
Provide Coverage for a Limited Period of Time After Retirement		1
Eliminate Coverage		—

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*Some companies indicated more than one response.

PART III: PERCENT CHANGE IN COMPENSATION
(March 31, 1991 – March 31, 1992)

On average, base salaries rose 4.5 percent during the year March 31, 1991 to March 31, 1992. Total compensation (salaries plus bonuses) increased an average of 3.2 percent.

These percentages are based on a compilation of the changes reported by the survey participants for each survey position, regardless of whether the position is filled by the same incumbent.

The following chart shows the average percent change in base salary and total compensation for each survey position.

SUMMARY OF PERCENT CHANGE IN COMPENSATION

Survey Position		Average Percent Change in Compensation			
		Base Salary			Total Compensation
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	5.5%	4.4%	5.3%	4.1%
2	Chief Operating Officer	6.2	*	7.0	4.1
3	Chief Financial Officer	4.4	5.4	4.6	2.4
4	Top Operating Company Executive	5.5	5.5	5.5	8.8
5	Top Legal Executive	7.0	*	7.0	7.5
	GROUP AVERAGE	5.7%	5.1%	5.9%	5.4%
STAFF POSITIONS—CORPORATE/OPERATING COMPANY					
6	Controller	4.7%	4.6%	4.7%	1.8%
7	Top Audit Executive	3.1	*	2.4	2.3
8	Top MIS Executive	4.7	2.1	4.1	1.4
9	Top Human Resources Executive (With Labor Relations)	3.4	*	3.5	2.6
10	Top Human Resources Executive (Without Labor Relations)	5.6	6.1	5.7	2.9
11	Top Labor Relations Executive	3.0	*	3.1	1.2
12	Training & Management Development Executive	5.4	6.3	5.7	2.4
13	Top Distribution Executive	3.0	*	3.5	1.2
14	Top Construction & Maintenance Executive (With Real Estate)	4.7	*	4.5	2.3
15	Top Construction & Maintenance Executive (Without Real Estate)	4.8	5.0	4.9	1.5
16	Top Real Estate Executive	6.1	6.7	6.2	2.3
17	Top Security/Loss Prevention Executive	3.1	6.5	4.4	1.2
18	Top Sanitation Executive	4.6	*	5.1	4.0
	GROUP AVERAGE	4.3%	5.3%	4.4%	2.1%

Survey Position		Average Percent Change in Compensation			
		Base Salary			Total Compensation
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
MERCHANDISING POSITIONS—CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	6.9%	*	6.1%	6.2%
20	Top Advertising Executive	5.9	5.7%	5.9	4.4
21	Top Grocery Operations Executive	6.4	4.5	6.1	5.6
22	Top Meat Operations Executive	2.5	1.4	2.3	1.0
23	Top Produce Operations Executive	4.4	5.0	4.5	1.1
24	Top General Merchandise/Nonfood Operations Executive	3.3	3.7	3.3	1.4
25	Grocery Merchandiser	4.3	2.0	3.7	3.9
26	Meat Merchandiser	3.6	4.5	3.8	1.7
27	Produce Merchandiser	2.9	5.5	3.6	1.2
28	Frozen Foods Merchandiser	4.2	*	4.2	3.5
29	Dairy Merchandiser	*	*	*	*
30	Nonfood Merchandiser	4.2	5.4	4.6	3.0
31	Deli Merchandiser	4.9	2.6	4.2	4.1
32	Service Deli Merchandiser	3.4	*	4.7	1.7
33	Bakery Merchandiser	4.9	3.2	4.4	6.5
34	Grocery Buyer	4.3	4.2	4.3	2.1
35	Meat Buyer	6.6	3.7	5.4	6.8
36	Produce Buyer	4.8	5.8	5.2	3.4
37	Frozen Foods Buyer	4.2	6.4	5.2	2.2
38	Dairy Buyer	5.9	3.6	4.7	5.3
39	Nonfood Buyer	4.9	3.7	4.3	4.3
40	Deli Buyer	4.4	3.7	4.1	5.2
41	Bakery Buyer	3.8	3.8	3.8	3.3
	GROUP AVERAGE	**4.6%**	**4.1%**	**4.5%**	**3.5%**

Survey Position		Average Percent Change in Compensation			
		Base Salary			Total Compensation
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
STORE OPERATIONS POSITIONS					
42	Top Store Operations Executive	4.1%	*	4.6%	1.2%
43	Top Store Maintenance Executive	4.9	2.3%	3.5	2.8
44	Division General Manager	1.4	*	1.6	1.6
45	Scanning Coordinator	5.4	5.5	5.5	5.1
46	District Manager	2.8	1.9	2.6	1.5
47	Store Manager	3.9	7.7	4.4	1.5
48	Assistant/Co-Store Manager	2.9	3.0	2.9	1.4
49	Meat Department Manager	1.3	2.2	1.7	1.1
50	Grocery Manager	5.0	2.5	4.0	2.7
51	Deli Manager	4.1	3.2	3.8	3.6
	GROUP AVERAGE	**3.6%**	**3.5%**	**3.5%**	**2.3%**
WAREHOUSE POSITIONS					
52	Warehouse Manager (With Transportation)	4.3%	5.4%	4.6%	4.7%
53	Warehouse Manager (Without Transportation)	2.9	3.6	3.1	1.8
	GROUP AVERAGE	**3.6%**	**4.5%**	**3.9%**	**3.3%**
DRUG/PHARMACY POSITIONS					
54	Pharmacy Department Head	4.8%	*	4.6%	4.0%
55	Pharmacy Manager	6.3	3.0%	5.4	6.6
56	Staff Pharmacist	5.1	4.9	5.0	4.6
57	Pharmacy Field Supervisor	*	*	*	*
58	Third-Party Manager	*	*	*	*
59	Pharmacy Buyer	*	*	*	*
	GROUP AVERAGE	**5.4%**	**4.0%**	**5.0%**	**5.1%**
CONSUMER AFFAIRS POSITIONS					
60	Top Consumer Affairs Executive	6.6%	*	6.0%	4.2%
61	Consumer Affairs Specialist/Nutrition Professional/Home Economist	*	*	*	*
	GROUP AVERAGE	**6.6%**	*	**6.0%**	**4.2%**
	ALL POSITION AVERAGE	**4.5%**	**4.3%**	**4.5%**	**3.2%**

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* Insufficient data for analysis.

PART IV: PAY LEVEL DATA—ANALYTICAL APPROACH

Two types of displays are used in this report to present pay level data—tabular displays and trend lines. Both types complement one another, and when used together, provide a comprehensive analysis of market pay levels.

All compensation levels reported are effective **March 31, 1992.**

TABULAR DISPLAYS

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants, data within each scope category are arranged in descending order based solely on salary and not in relation to the size of the company. Displays for store level positions also show work schedules and pay practices as described in the example on page 71.

Food Marketing Institute
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - HUMAN RESOURCES EXECUTIVE
(with Labor Relations)

		BONUS COMPANIES						
SCOPE COMPANY SALES ($ MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	MIN	MID	MAX
$2,499.9 to $1,000.0								
	NO IN POSITION: 10							
$1,551.3	WEIGHTED GROUP AVG:	$105.2	$20.2	$125.4	$85.0			

Scope: A relevant measure of position responsibility (i.e., company sales, number of stores, etc.).

The Group Average is weighted by the number of incumbents.

Reports To: Title of position to which the survey position reports.

Number in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1992, bonus paid in 1992 (for 1991 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

The Group Average is weighted by the number of incumbents.

Nonbonus Companies' Salary: The annual salary rate in effect as of March 31, 1992.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point," and Maximum: The established salary range of the position, if covered by a formal salary structure.

Food Marketing Institute
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER
Region #1 - Northeast

SCOPE AVG. WEEKLY STORE SALES ($ THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# of Days	# of Nights	# of Hours	# of Sundays	Sun. Pay	Hol. Pay
$500.0 And Above													
NO IN POS: 324													
$599.0	WTD AVG: $55.7	$ 4.9	$60.6	$55.0									

Number of Days: Average number of days worked per week (excluding Sunday).

Number of Nights: Average number of nights worked per week.

Number of Hours: Average total hours worked per week (excluding Sunday).

Number of Sundays: Average number of Sundays worked per year.

Sunday Pay and Holiday Pay: Sunday and Holiday pay policy code A-G or per day dollar amount.

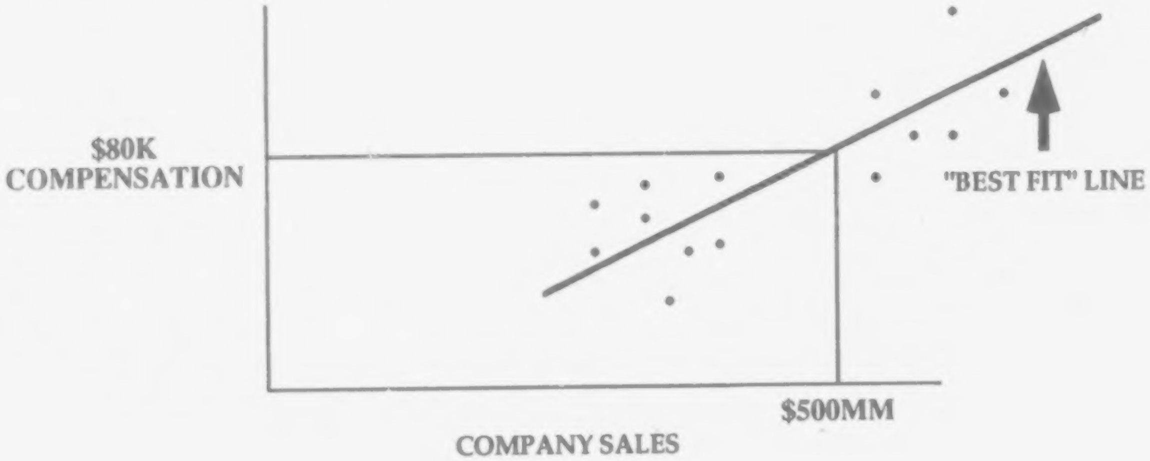
Codes:

A	No additional compensation -- compensatory time off.
B	No additional compensation -- open Sundays.
C	Not applicable -- closed Sundays/Holidays.
D	Straight time pay.
E	Time and one-half (1.5 x) pay.
F	Double time (2 x) pay.
G	Triple time (3 x) pay.

TREND LINE DISPLAYS

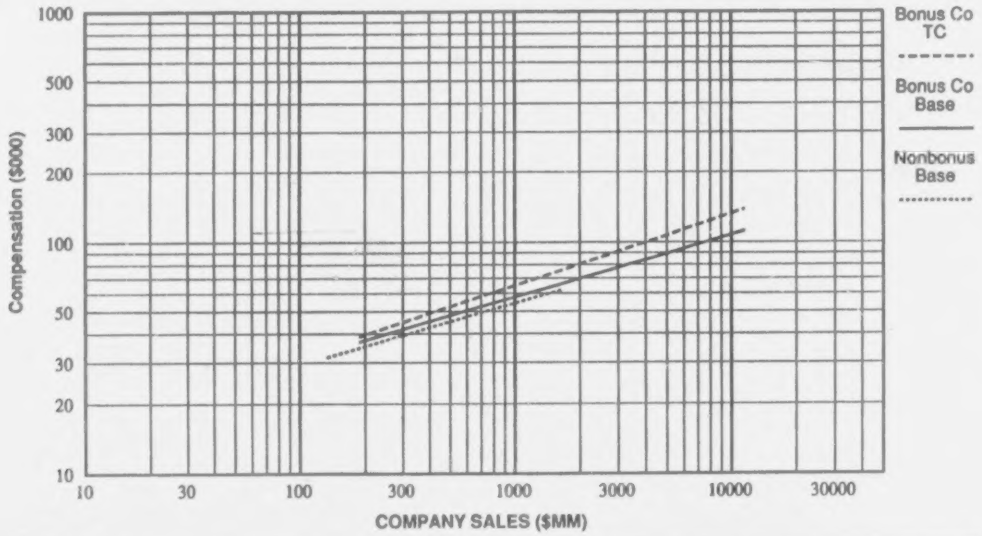
Some companies do not use these displays because they do not show the actual data that has been reported. Trend line displays, however, can be more useful than tabular displays in analyzing the impact of the size of the operation (scope) on compensation levels. Also, by analyzing the full range of data reported for each position, trend lines tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

The actual data points for each company are analyzed using regression analysis to calculate the "best fit" line through all of the data points. The following illustration shows this process.



The data in this illustration shows that, on average, an executive responsible for $500 million in sales in this position is paid $80,000 annually.

All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope. The following example illustrates the way trend lines are presented in this report.



	BonCoBase	TC	Nonbonus
Coeff. Det.	.72	.70	.60
Std. Error	1.20	1.24	1.21

	BonCoBase	TC	Nonbonus
Slope	.26936	.30769	.26885
Y-Int	0.95430	0.89007	0.92778

Axes: Compensation (in $ thousands) is shown on the vertical axis. The scope measure (e.g., company sales, etc.) is shown on the horizontal axis. The units in which the scope measure is expressed are also noted as follows:

M	indicates Thousands
MM	indicates Millions

For example, Company Sales ($MM) indicates that the horizontal axis refers to millions. The trend line is read by finding the relevant scope on the horizontal axis and the corresponding compensation figure on the vertical axis. In the above example, company sales of $200MM relates to an average base salary of $37,500 for bonus-paying companies.

Legend: The **Bonus Co Base** line (solid line) shows base salary for bonus-eligible positions. The **Bonus Co TC** line (dashed line) shows total compensation (salary plus bonus) for bonus-eligible positions. The **Nonbonus Base** line (dotted line) shows salary for positions that are not bonus eligible.

Formulas and Statistics: The trend line exhibits provide two statistical measures—the coefficient of determination and the standard error—shown in the box on the left below the graph. These statistics explain the impact of the scope measure as a predictor of compensation levels. The chart on the following page provides guidance in reading the trend lines.

Formulas for the trend lines are shown in the box on the right below the graph. The formula for determining compensation is as follows:

LOG OF COMPENSATION = (LOG OF SCOPE x SLOPE) + Y-INTERCEPT

To use the formula, convert the appropriate scope value to a logarithm. (Note the units in which the scope is expressed, e.g., Company Sales [$MM] indicates millions.) Multiply this figure by the slope, and add the result to the y-intercept. The result will be compensation in $ thousands, expressed as a logarithm. Finding the antilog (also known as inverse log) yields compensation in $ thousands.

For example, using the Chief Executive Officer's position, find the value of the base salary for bonus companies at company sales of $1.0 billion. Note that the company sales is expressed in $ millions. Therefore, we convert 1,000 to a logarithm. The logarithm is 3.0. The slope is .36198, and the y-intercept is 1.36939. Substituting these values into the formula, we obtain the following answer:

LOG OF COMPENSATION = (LOG OF SCOPE x SLOPE) + Y-INTERCEPT
= (3.0000 x .36198 + 1.36939
LOG OF COMPENSATION = 2.45533
COMPENSATION (Expressed in $ Thousands) = ANTILOG OF 2.45533
= 285.3

Therefore, the compensation is $285,300.

GUIDE TO DETERMINING USEFULNESS OF TREND LINE ANALYSIS

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

If Coefficient of Determination is:	The Percentage of Variation in Compensation Which is Explained by Scope is:
.90 - 1.00	90 - 100%
.80 - .89	80 - 89
.70 - .79	70 - 79
.60 - .69	60 - 69
.50 - .59	50 - 59
.40 - .49	40 - 49
.30 - .39	30 - 39
.20 - .29	20 - 29
.10 - .19	10 - 19

STANDARD ERROR measures the scatter or dispersion of points around the trend line.

If Standard Error is:	Most of The Data Falls within ± This Percentage of the Line
1.00 - 1.10	0 - 10%
1.11 - 1.20	11 - 20
1.21 - 1.30	21 - 30
1.31 - 1.40	31 - 40
1.41 - 1.50	41 - 50
1.51 - 1.60	51 - 60
1.61 - 1.70	61 - 70
1.71 - 1.80	71 - 80
1.81 - 1.90	81 - 90

Coefficient of Determination	Standard Error			
	1.0 - 1.2	**1.2 - 1.4**	**1.4 - 1.6**	**1.6 and Above**
.64 - 1.00	**Excellent:** Use with confidence.	**Very Good:** Use with confidence.	**Good:** Use with caution since there is a high degree of variability about the line.	**Not Good:** To much variability about the line.
.36 - .64	**Very Good:** Use with confidence.	**Good:** Use with confidence.	**Acceptable:** Use with caution since there is a high degree of variability about the line.	**Not Good:** Too much variability about the line.
.36 or less	**Good:** Use with confidence. Points are clustered about the line but scope is not a predictor of compensation level.	**Good:** Use with caution, since scope only partially predicts compensation level and there is a moderate degree of variability about the line.	**Not Good:** Scope only partially predicts compensation level and there is a high degree of variability about the line.	**Not Good:** Too much variability about the line.

GEOGRAPHIC ANALYSIS

For **Merchandisers and Buyers, Division, District, and Store Management positions**, participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas.

Region 1—Northeast:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
Region 2—Northeast Central:	Illinois, Indiana, Michigan, Ohio, Wisconsin
Region 3—West Central:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
Region 4—Southeast:	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia
Region 5—Pacific:	Alaska, California, Hawaii, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations, and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers, and customers.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	BOARD OF DIR.	$1095.0	$1205.0	$2300.0				
	BOARD OF DIR.	800.0	694.6	1494.6				
	BOARD OF DIR.	690.0	375.0	1065.0				
	BOARD OF DIR.	630.0	368.7	998.7		$399.2	$499.0	$598.8
	BOARD OF DIR.	605.5	295.8	901.3				
	BOARD OF DIR.	590.0	354.0	944.0				
	BOARD OF DIR.	580.0	174.0	754.0				
	BOARD OF DIR.	556.6	690.5	1247.1				
	BOARD OF DIR.	550.0	220.4	770.4		414.5	518.1	621.7
	BOARD OF DIR.	520.0	716.2	1236.2				
	BOARD OF DIR.	445.0	20.7	465.7				
	BOARD OF DIR.	430.0	159.9	589.9				
	BOARD OF DIR.	300.0	80.0	380.0				
	BOARD OF DIR.	279.9	0.0	279.9				
	NO IN POSITION:	14						
$ 7527.7	WEIGHTED GROUP AVG:	$576.6	$382.5	$959.1				

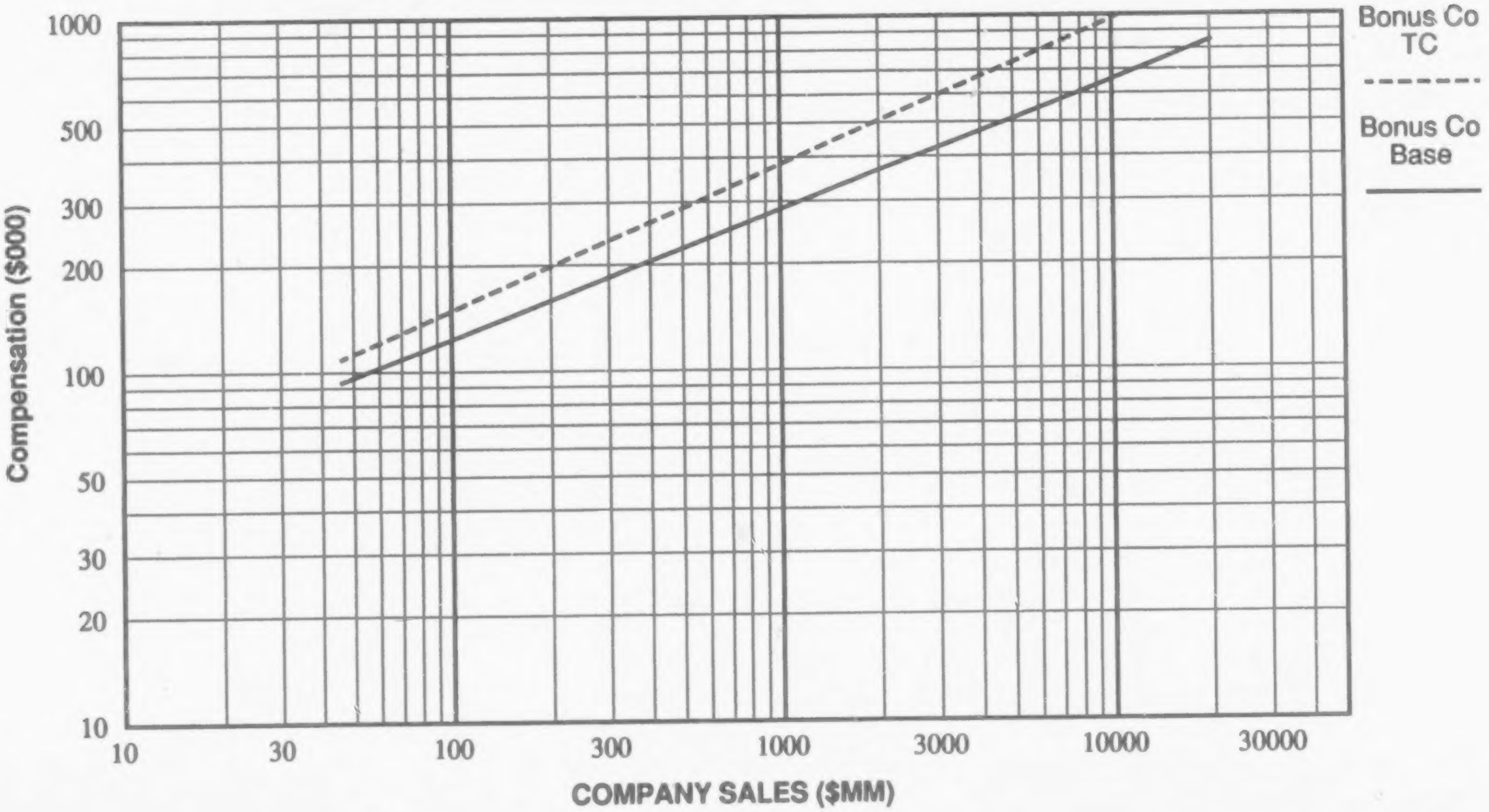
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	BOARD OF DIR.	$485.0	$162.0	$647.0				
TO	BOARD OF DIR.	440.0	0.0	440.0		$327.6	$434.0	$540.5
$1000.0	BOARD OF DIR.	410.0	100.0	510.0				
	BOARD OF DIR.				$375.0			
	BOARD OF DIR.	360.0	208.6	568.6				
	BOARD OF DIR.	350.0	88.4	438.4		293.8	367.3	440.8
	BOARD OF DIR.	349.4	244.9	594.3				
		345.0	22.4	367.4				
	BOARD OF DIR.	345.0	268.0	613.0				
	BOARD OF DIR.	324.5	50.0	374.5				
	BOARD OF DIR.				300.0			
	BOARD OF DIR.				291.2			
		285.8	142.9	428.7				
	NO IN POSITION:	13						
$ 1452.4	WEIGHTED GROUP AVG:	$369.5	$128.7	$498.2	$322.1			
$999.9	BOARD OF DIR.	$350.0	$306.6	$656.6		$197.6	$242.0	$286.5
TO	BOARD OF DIR.	317.2	112.3	429.5		268.4	335.5	402.7
$500.0	BOARD OF DIR.				$307.0			
		301.7	0.0	301.7				
	BOARD OF DIR.	300.0	215.0	515.0		203.8	265.0	326.2
		200.0	50.0	250.0				
	BOARD OF DIR.	200.0	140.1	340.1				
	BOARD OF DIR.	67.6	415.5	483.1				
	NO IN POSITION:	8						
$ 772.0	WEIGHTED GROUP AVG:	$248.1	$177.0	$425.1	$307.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$499.9		$766.0	$ 0.0	$766.0				
AND BELOW		524.0	121.8	645.8				
					$355.0			
	BOARD OF DIR.	335.0	225.0	560.0				
	BOARD OF DIR.	320.0	200.0	520.0				
	BOARD OF DIR.	290.0	0.0	290.0				
	BOARD OF DIR.				260.0			
					260.0			
					230.0			
	BOARD OF DIR.	202.8	26.9	229.7				
	BOARD OF DIR.				189.3			
	BOARD OF DIR.	180.0	70.0	250.0				
	BOARD OF DIR.	169.2	19.0	188.2				
	BOARD OF DIR.	150.0	50.0	200.0		$125.0	$165.0	$200.0
	BOARD OF DIR.	148.7	32.7	181.4		140.6	175.7	210.9
	BOARD OF DIR.	140.4	425.0	565.4				
	BOARD OF DIR.	130.0	20.0	150.0				
	BOARD OF DIR.	127.4	8.0	135.4				
	BOARD OF DIR.	125.0	0.0	125.0				
	BOARD OF DIR.	110.0	12.0	122.0				
		103.2	0.0	103.2				
	BOARD OF DIR.				100.0			
	BOARD OF DIR.	95.1	0.0	95.1				
		94.6	15.0	109.6				
	BOARD OF DIR.	90.0	0.0	90.0				
	BOARD OF DIR.	88.4	10.0	98.4				
	BOARD OF DIR.	73.5	1.5	75.0				
	BOARD OF DIR.				58.5	58.5	65.0	72.0
	NO IN POSITION:	28						
$ 218.2	WEIGHTED GROUP AVG:	$203.0	$ 58.9	$261.9	$207.5			
	NO IN POSITION:	63						
$ 2167.6	POSITION AVERAGE:	$341.7	$175.3	$517.0	$247.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 1: CHIEF EXECUTIVE OFFICER



	BonCoBase	TC
Coeff. Det.	.85	.78
Std. Error	1.28	1.41

	BonCoBase	TC
Slope	.36198	.40671
Y-Int	1.36939	1.36307

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives, and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$534.0	$303.1	$837.1				
	CEO/PRESIDENT	530.0	159.0	689.0				
	BOARD OF DIR.	525.0	315.0	840.0				
	CEO/PRESIDENT	415.0	184.6	599.6		$288.7	$360.9	$433.1
	CEO/PRESIDENT	305.0	120.8	425.8		342.9	461.8	580.9
	CEO/PRESIDENT	300.0	75.0	375.0				
	CEO/PRESIDENT	213.7	150.0	363.7				
	CEO/PRESIDENT	173.5	76.1	249.6				
	CEO/PRESIDENT	123.4	233.6	357.0				
	NO IN POSITION:	9						
$ 7146.8	WEIGHTED GROUP AVG:	$346.6	$179.7	$526.3				

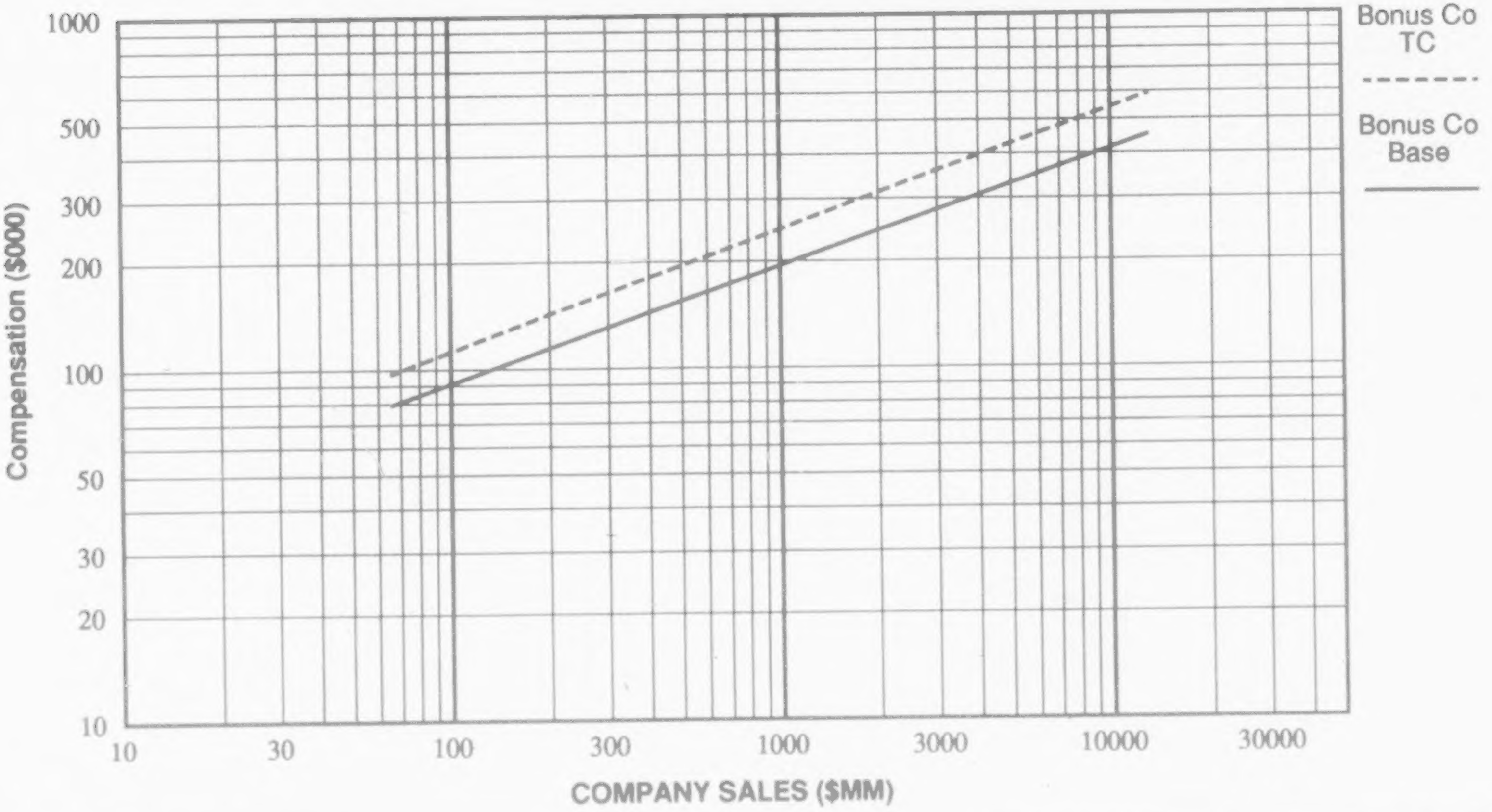
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$350.0	$ 0.0	$350.0		$225.9	$293.6	$361.4
TO	CEO/PRESIDENT	277.7	194.6	472.3				
$500.0		260.0	16.9	276.9				
	CEO/PRESIDENT	250.0	66.3	316.3		194.3	242.3	291.5
	CEO/PRESIDENT	240.0	124.6	364.6				
	CEO/PRESIDENT	220.0	35.0	255.0		252.4	328.1	403.8
	CEO/PRESIDENT	196.2	126.5	322.7				
	CEO/PRESIDENT	185.0	65.0	250.0				
	CEO/PRESIDENT	180.0	86.1	266.1		170.8	226.5	282.2
	CEO/PRESIDENT				$175.0			
	CEO/PRESIDENT				170.5			
	CEO/PRESIDENT	138.0	124.2	262.2		126.9	155.5	184.0
	CEO/PRESIDENT	135.0	73.0	208.0				
	CEO/PRESIDENT				135.0			
	BOARD OF DIR.	125.0	20.0	145.0				
		108 8	26.2	135.0				
	NO IN POSITION: 16							
$ 1187.4	WEIGHTED GROUP AVG:	$205.1	$ 73.7	$278.8	$160.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW		$504.0	$121.8	$625.8				
	BOARD OF DIR.	320.0	200.0	520.0				
	CEO/PRESIDENT	275.0	82.5	357.5				
	CEO/PRESIDENT	219.4	0.0	219.4				
	CEO/PRESIDENT				$208.0			
	CEO/PRESIDENT	180.0	70.0	250.0				
	CEO/PRESIDENT				166.4			
	CEO/PRESIDENT	159.4	20.0	179.4				
	CEO/PRESIDENT	140.4	340.0	480.4				
	CEO/PRESIDENT				125.0			
	CEO/PRESIDENT	125.0	35.0	160.0		$110.0	$135.0	$160.0
	CEO/PRESIDENT	115.0	10.0	125.0				
		103.2	0.0	103.2				
	CEO/PRESIDENT	100.0	15.0	115.0		100.0	115.0	125.0
	CEO/PRESIDENT	88.4	0.0	88.4				
	CEO/PRESIDENT	85.8	8.0	93.8				
	CEO/PRESIDENT	82.5	0.0	82.5				
	NO IN POSITION:	17						
$ 251.1	WEIGHTED GROUP AVG:	$178.4	$ 64.5	$242.9	$166.5			
	NO IN POSITION:	42						
$ 2085.4	POSITION AVERAGE:	$230.1	$ 96.6	$326.7	$163.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 2: CHIEF OPERATING OFFICER



	BonCoBase	TC
Coeff. Det.	.71	.79
Std. Error	1.33	1.30

	BonCoBase	TC
Slope	.32887	.34179
Y-Int	1.30099	1.36706

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans, and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning, and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$455.0	$396.0	$851.0				
	CEO/PRESIDENT	347.7	100.0	447.7				
	CEO/PRESIDENT	328.0	184.9	512.9		$196.9	$246.1	
	CEO/PRESIDENT	305.0	150.6	455.6		228.2	285.2	342.2
	CEO/PRESIDENT	277.0	107.9	384.9		178.4	223.0	267.6
	CEO/PRESIDENT	256.5	306.3	562.8				
	CEO/PRESIDENT	255.0	90.9	345.9		174.1	217.7	261.3
	CEO/PRESIDENT	250.0	294.3	544.3				
	CEO/PRESIDENT	234.9	0.0	234.9				
	CEO/PRESIDENT	200.0	100.0	300.0				
	EXEC. V.P.	192.0	76.0	268.0				
	CEO/PRESIDENT	175.0	12.5	187.5				
	CEO/PRESIDENT	163.5	71.7	235.2				
	CEO/PRESIDENT	150.0	22.5	172.5				
	NO IN POSITION:	14						
$ 7527.7	WEIGHTED GROUP AVG:	$256.4	$136.7	$393.1				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$200.0	$ 75.0	$275.0				
TO	BOARD OF DIR.	190.0	60.0	250.0				
$1000.0		185.4	22.5	207.9				
	CEO/PRESIDENT	180.0	87.3	267.3				
		170.0	11.1	181.1		$ 91.9	$119.4	$147.0
	CEO/PRESIDENT	170.0	50.3	220.3				
	CEO/PRESIDENT	165.0	0.0	165.0		125.9	158.0	190.1
	C.O.O.	159.4	292.2	451.6				
	EXEC. V.P.	153.8	76.9	230.7				
	CEO/PRESIDENT				$150.0			
	CEO/PRESIDENT				122.9			
	CEO/PRESIDENT	122.7	18.6	141.3		117.5	146.9	176.3
	CEO/PRESIDENT				105.0			
	CEO/PRESIDENT	90.0	25.0	115.0		65.0	77.5	90.0
	NO IN POSITION: 15							
$ 1300.3	WEIGHTED GROUP AVG:	$164.3	$ 61.8	$226.1	$126.0			
$999.9	CEO/PRESIDENT	$156.0	$ 39.3	$195.3		$114.5	$143.1	$171.8
TO	CEO/PRESIDENT	153.0	107.6	260.6		124.0	161.2	198.4
$500.0	CEO/PRESIDENT				$152.5			
	CEO/PRESIDENT	132.1	0.0	132.1				
	C.O.O.	106.4	44.5	150.9		112.5	145.7	178.5
	CEO/PRESIDENT	105.0	56.3	161.3				
	BOARD OF DIR.	100.0	20.0	120.0				
	CEO/PRESIDENT	97.0	55.5	152.5		84.6	103.6	122.7
	BOARD OF DIR.	41.6	168.5	210.1				
	NO IN POSITION: 9							
$ 778.5	WEIGHTED GROUP AVG:	$111.4	$ 61.5	$172.9	$152.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	CEO/PRESIDENT	$190.0	$110.0	$300.0				
	CEO/PRESIDENT	170.8	160.9	331.7				
	CEO/PRESIDENT	168.0	50.4	218.4				
	CEO/PRESIDENT				$166.4			
	CEO/PRESIDENT				164.7			
	C.O.O.	136.8	0.0	136.8				
	CEO/PRESIDENT	101.5	0.0	101.5				
		94.9	0.0	94.9				
	CEO/PRESIDENT	93.6	21.0	114.6				
	CEO/PRESIDENT				90.0			
	CEO/PRESIDENT	84.0	8.0	92.0				
	C.O.O.	83.5	10.0	93.5				
	CEO/PRESIDENT	83.2	0.0	83.2				
					80.5			
	CEO/PRESIDENT	80.0	0.0	80.0				
	C.O.O.				75.4			
	CEO/PRESIDENT				75.0			
	BOARD OF DIR.	72.8	0.0	72.8				
	CEO/PRESIDENT	72.8	70.0	142.8				
	CEO/PRESIDENT	72.5	17.1	89.6		$ 62.1	$ 77.6	$ 93.1
	CEO/PRESIDENT	71.0	9.5	80.5				
	CEO/PRESIDENT				66.3			
	C.O.O.	63.5	4.5	68.0				
	CEO/PRESIDENT	60.0	7.6	67.6				
	CEO/PRESIDENT	50.9	0.0	50.9				
	NO IN POSITION: 27							
$ 224.9	WEIGHTED GROUP AVG:	$ 94.8	$ 23.4	$118.2	$102.6			
	NO IN POSITION: 65							
$ 2122.6	POSITION AVERAGE:	$154.6	$ 66.9	$221.5	$113.5			

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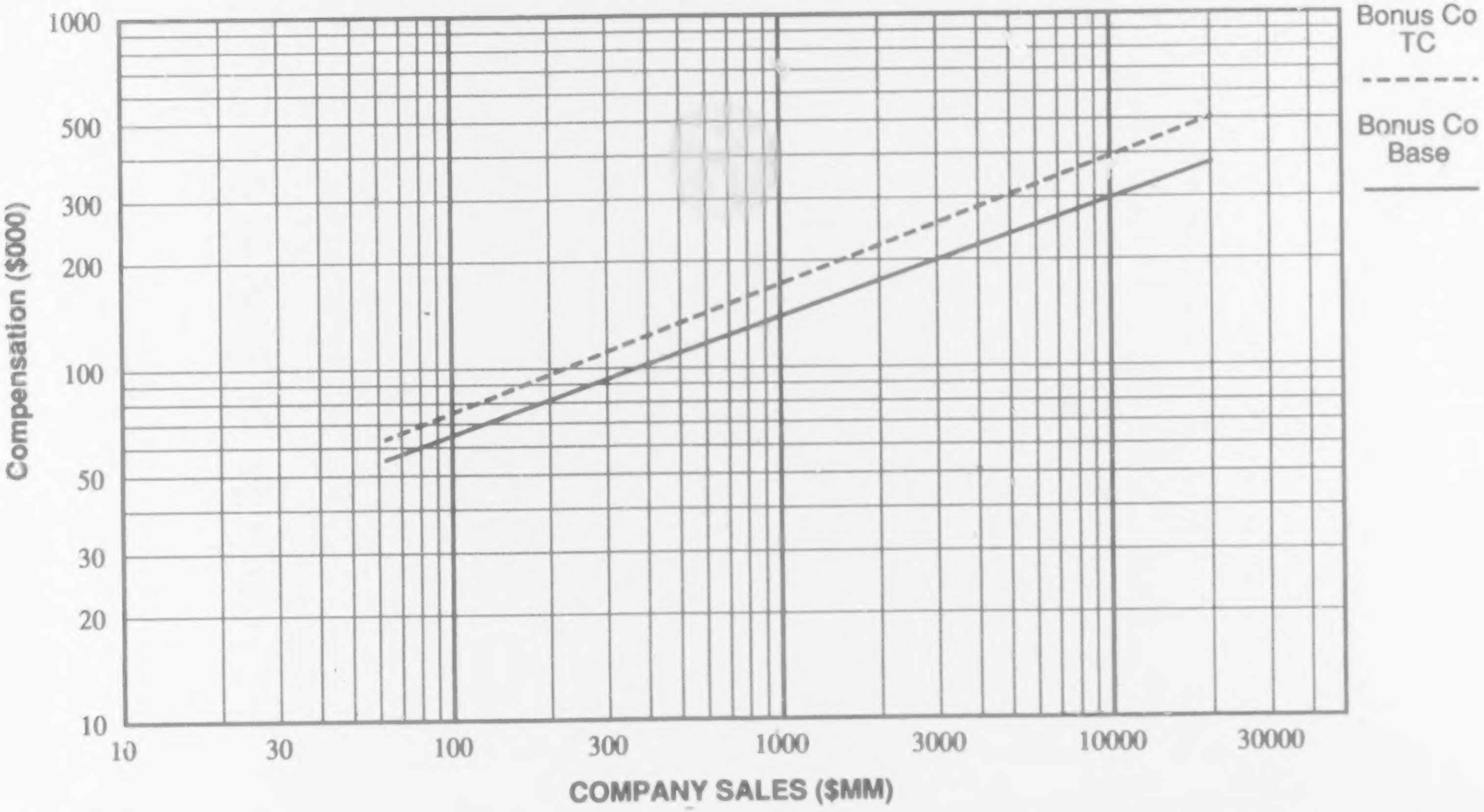
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 3: CHIEF FINANCIAL OFFICER



	BonCoBase	TC
Coeff. Det.	.82	.77
Std. Error	1.25	1.35

	BonCoBase	TC
Slope	.33209	.35986
Y-Int	1.14607	1.15425

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

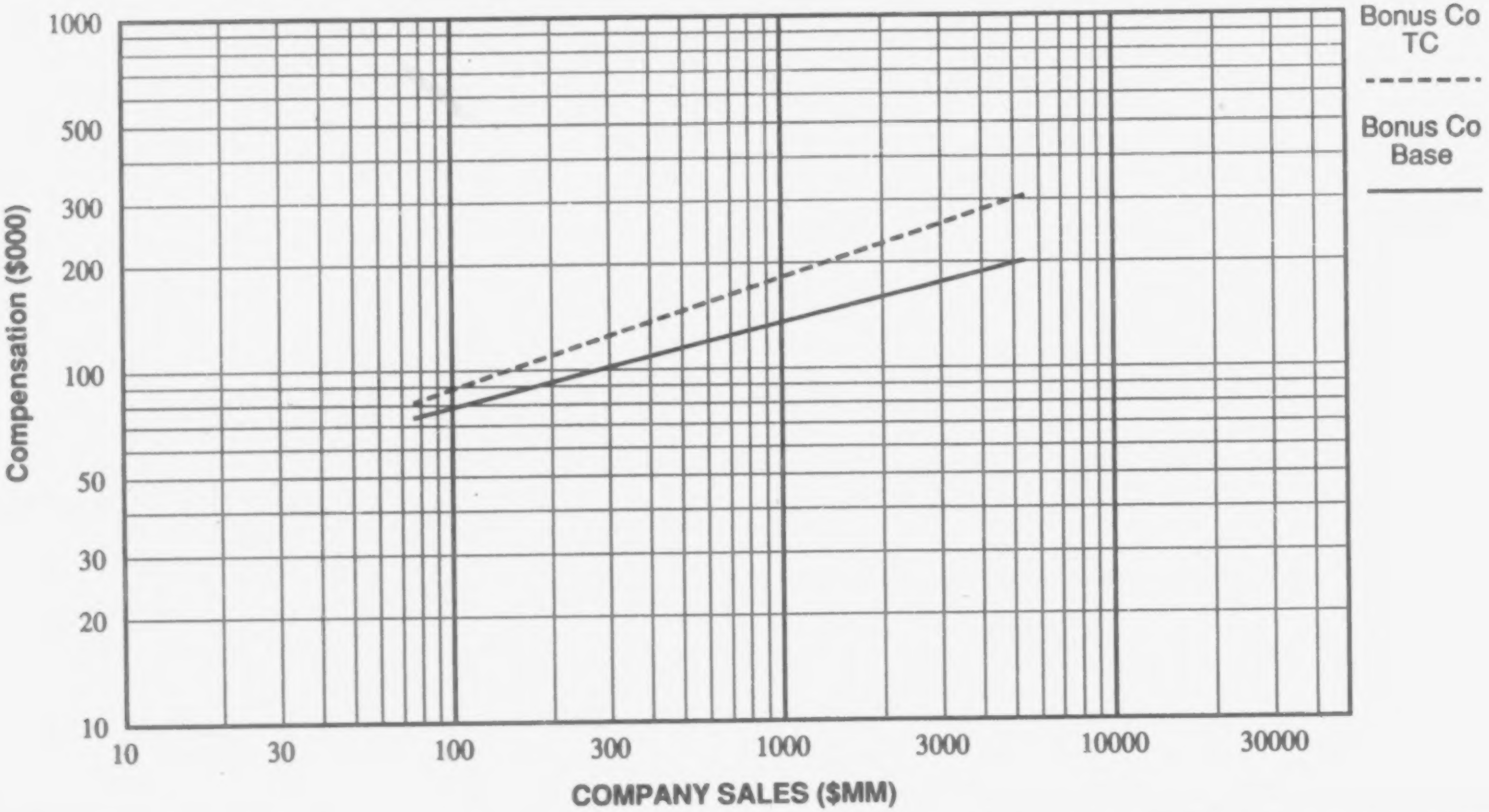
Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability, and capital investments.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$335.0	$394.5	$729.5				
	CEO/PRESIDENT	283.0	75.0	358.0				
	C.O.O.	223.8	128.1	351.9		$196.9	$246.1	
	CEO/PRESIDENT	21[illegible].0	150.6	360.6		285.5	383.8	483.2
	CEO/PRESIDENT	200.0	50.0	250.0				
	C.O.O.	175.0	0.0	175.0				
	CEO/PRESIDENT				$150.0			
	C.O.O.	119.7	28.2	147.9		100.5	125.6	150.7
	CEO/PRESIDENT	108.6	9.0	117.6		64.0	83.1	102.2
	NO IN POSITION: 10							
$ 3311.5	WEIGHTED GROUP AVG:	$196.0	$ 93.8	$289.8	$150.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$999.9 AND BELOW	CEO/PRESIDENT				$166.3			
					155.6			
	C.O.O.				145.6			
	C.O.O.				140.4			
	C.O.O.	$125.6	$ 0.0	$125.6				
	CEO/PRESIDENT	118.9	28.1	147.0		$ 90.3	$112.9	$135.5
	CEO/PRESIDENT	117.0	52.5	169.5		77.7	101.0	124.3
	CEO/PRESIDENT	111.8	21.9	133.7				
	CEO/PRESIDENT	105.0	56.9	161.9				
	CEO/PRESIDENT	102.6	25.2	127.8		74.7	93.4	112.1
	CEO/PRESIDENT	102.0	0.0	102.0				
	BOARD OF DIR.	100.0	25.0	125.0				
	BOARD OF DIR.	88.4	121.4	209.8				
	CEO/PRESIDENT				84.2			
	C.O.O.	70.0	10.0	80.0		70.0	80.0	90.0
	CEO/PRESIDENT	65.0	16.6	81.6				
					65.0			
	CEO/PRESIDENT				49.5	49.5	54.7	60.0
	NO IN POSITION:	20						
$ 466.4	WEIGHTED GROUP AVG:	$101.0	$ 39.1	$140.1	$115.2			
	NO IN POSITION:	30						
$ 1414.8	POSITION AVERAGE:	$139.9	$ 61.4	$201.3	$119.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 4: TOP OPERATING COMPANY EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.69	.84
Std. Error	1.23	1.21

	BonCoBase	TC
Slope	.23594	.31162
Y-Int	1.42301	1.32472

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

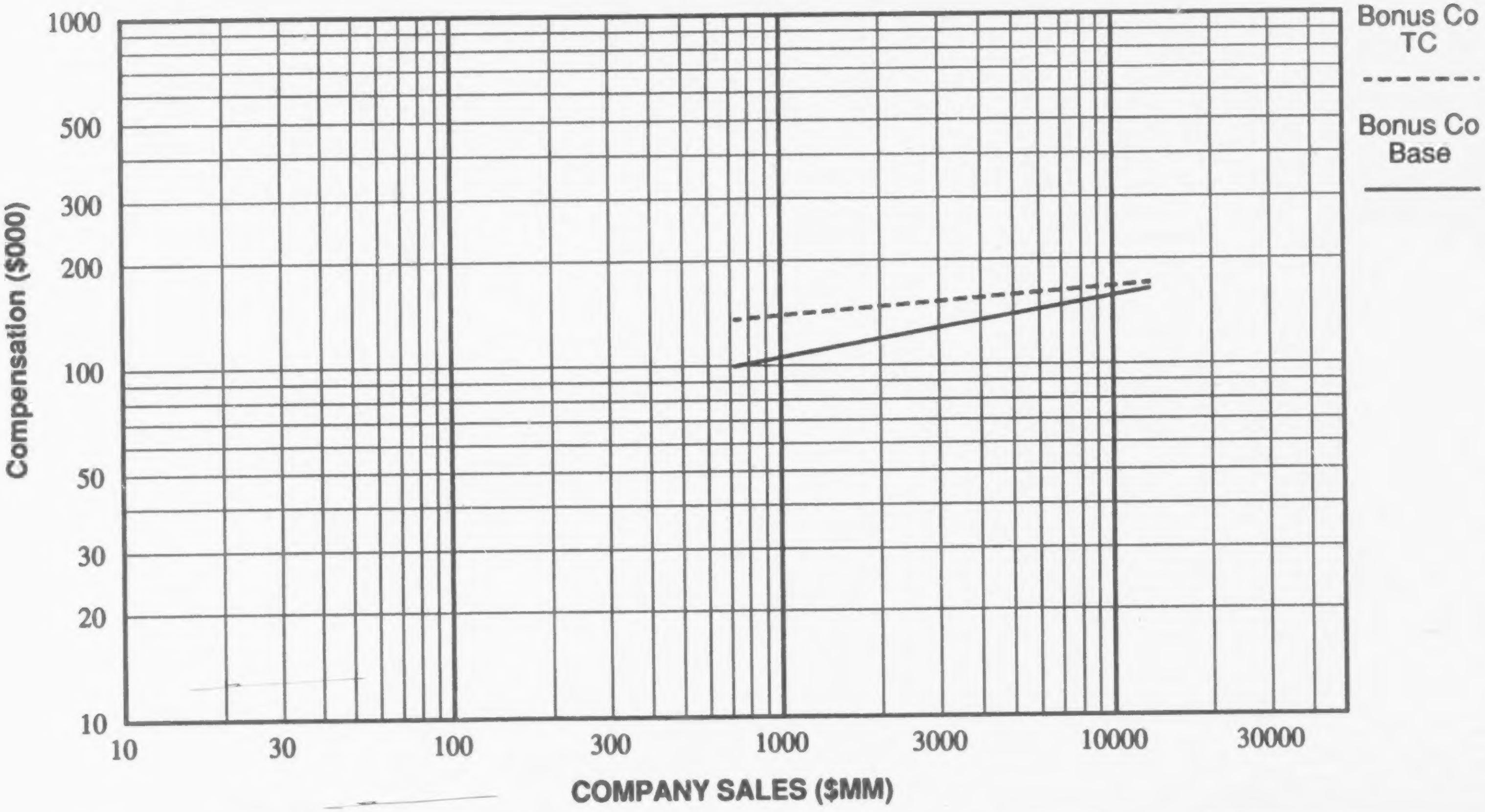
Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$307.5	$213.9	$521.4				
	CEO/PRESIDENT	252.0	55.0	307.0				
	CEO/PRESIDENT	240.0	282.6	522.6				
	CEO/PRESIDENT	190.0	38.0	228.0				
	CEO/PRESIDENT	185.0	92.5	277.5				
	CEO/PRESIDENT	179.8	42.7	222.5		$149.3	$186.6	$223.9
	CEO/PRESIDENT	177.3	81.0	258.3		157.5	196.9	
	EXEC. V.P.	164.0	39.9	203.9		111.3	139.1	166.9
	EXEC. V.P.	122.5	35.2	157.7				
	CEO/PRESIDENT	121.0	233.6	354.6				
	SENIOR V.P.	114.7	19.6	134.3		97.1	121.4	145.6
	CEO/PRESIDENT	79.5	5.0	84.5				
	VICE PRESIDENT	60.5	9.9	70.4				
	NO IN POSITION:	14						
$ 7236.0	WEIGHTED GROUP AVG:	$164.9	$ 83.5	$248.4				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9		$166.0	$ 10.8	$176.8		$ 70.0	$ 89.2	$108.5
AND BELOW	CEO/PRESIDENT	162.0	108.1	270.1		124.0	161.2	198.4
	CEO/PRESIDENT	147.0	46.0	193.0				
	BOARD OF DIR.	125.0	10.0	135.0				
	CEO/PRESIDENT	123.1	46.2	169.3				
	CEO/PRESIDENT				$120.0	100.6	125.7	150.8
	BOARD OF DIR.	118.0	34.3	152.3				
	EXEC. V.P.	110.0	29.0	139.0				
	CEO/PRESIDENT	104.8	18.9	123.7		86.0	107.6	129.1
	CEO/PRESIDENT				100.0			
	CEO/PRESIDENT	98.0	66.0	164.0		84.6	103.6	122.7
	CEO/PRESIDENT	96.8	20.1	116.9		89.9	111.5	133.8
	CEO/PRESIDENT				93.1			
	EXEC. V.P.	90.0	0.0	90.0		81.2	101.1	121.0
	NO IN POSITION: 14							
$ 1319.5	WEIGHTED GROUP AVG:	$121.9	$ 35.4	$157.3	$104.4			
	NO IN POSITION: 28							
$ 4277.8	POSITION AVERAGE:	$146.0	$ 62.3	$208.3	$104.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 5: TOP LEGAL EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.22	.04
Std. Error	1.36	1.44

	BonCoBase	TC
Slope	.17335	.07999
Y-Int	1.50312	1.90358

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position 3.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	EXEC. V.P.	$175.0	$125.1	$300.1				
	EXEC. V.P.	153.5	30.6	184.1		$126.5	$158.1	$189.7
	EXEC. V.P.	152.0	30.0	182.0				
	EXEC. V.P.	129.5	24.2	153.7		114.2	142.7	171.3
	EXEC. V.P.	125.5	36.0	161.5				
	C.O.O.	118.0	105.5	223.5		123.6	162.2	200.9
	SENIOR V.P.	115.5	29.4	144.9		111.8	139.8	167.7
	SENIOR V.P.	112.5	33.8	146.3				
	EXEC. V.P.	105.9	0.0	105.9				
	SENIOR V.P.	102.5	18.2	120.7		76.3	97.5	118.7
	SENIOR V.P.	100.0	10.0	110.0				
	SENIOR V.P.	89.6	74.4	164.0		60.2	79.8	99.4
	EXEC. V.P.	88.2	28.0	116.2				
	SENIOR V.P.	85.8	51.6	137.4		64.5	80.6	96.8
	EXEC. V.P.	78.5	5.0	83.5				
	VICE PRESIDENT	77.6	12.7	90.3				
	NO IN POSITION:	16						
$ 6993.4	WEIGHTED GROUP AVG:	$113.1	$ 38.4	$151.5				

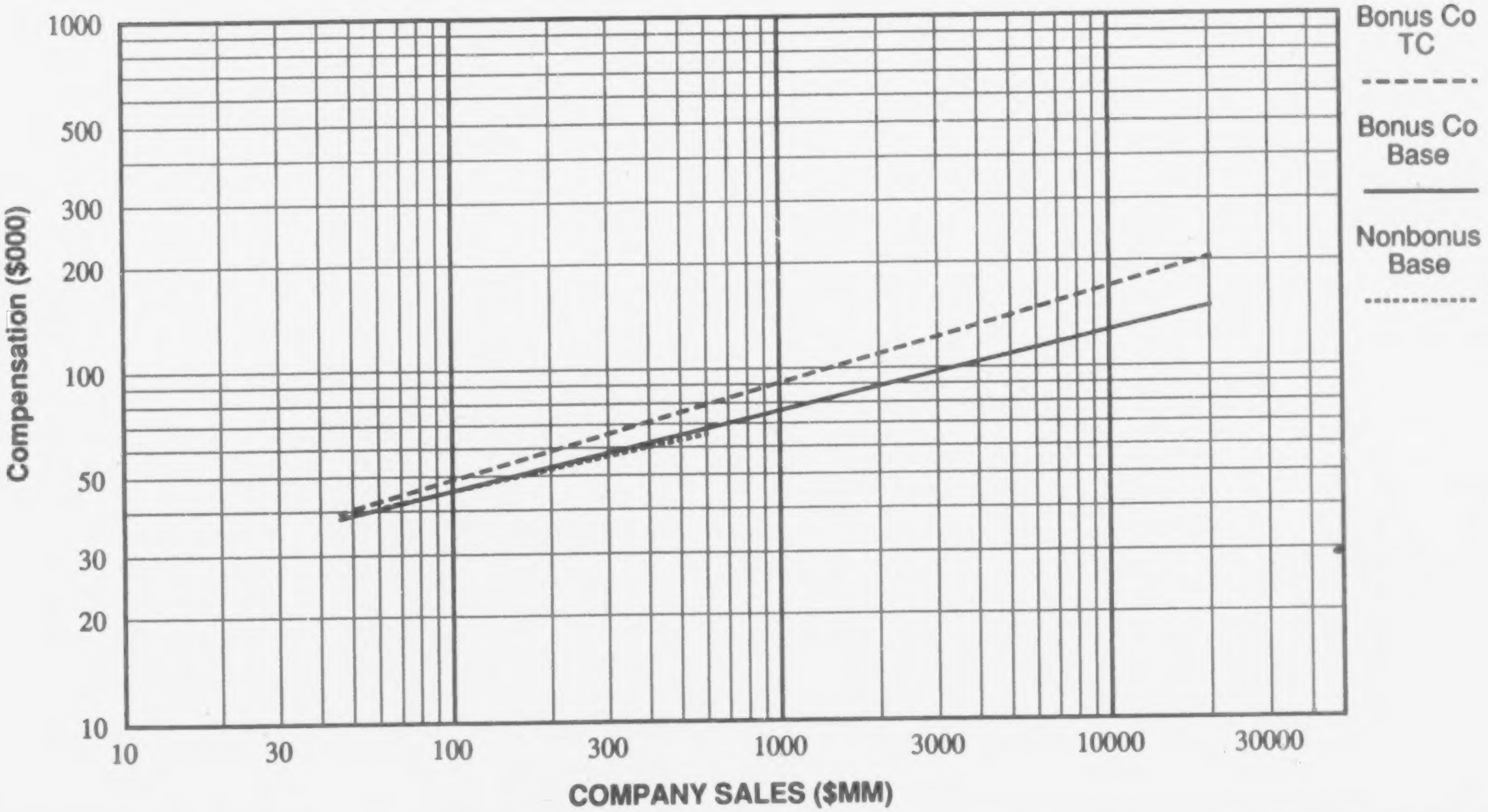
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2499.9	EXEC. V.P.	$108.0	$ 27.2	$135.2				
TO	EXEC. V.P.	102.0	18.4	120.4				
$1000.0	EXEC. V.P.	100.0	33.7	133.7				
	GROUP EXEC.	100.0	10.0	110.0				
	CEO/PRESIDENT				$100.0			
	VICE PRESIDENT	93.7	16.4	110.1		$ 70.6	$ 88.2	$105.8
	SENIOR V.P.	88.4	8.0	96.4		64.0	83.1	102.2
	CEO/PRESIDENT				86.0	77.2	96.5	115.8
	SENIOR V.P.	85.3	0.0	85.3		67.7	83.9	100.2
		85.0	5.9	90.9		57.1	72.5	88.0
	SENIOR V.P.	79.9	15.0	94.9		61.8	82.4	103.0
	ASST. V.P./DIR	70.0	19.2	89.2		52.3	63.4	74.6
	NO IN POSITION: 12							
$ 1395.9	WEIGHTED GROUP AVG:	$ 91.2	$ 15.4	$106.6	$ 93.0			
$999.9	SENIOR V.P.	$ 85.0	$ 36.7	$121.7		$ 58.5	$ 76.0	$ 93.5
TO	EXEC. V.P.	78.5	0.0	78.5		72.0	90.0	108.0
$500.0	VICE PRESIDENT	73.1	11.7	84.8		53.4	66.7	80.1
	VICE PRESIDENT	69.6	20.6	90.2		60.2	76.9	93.5
	SENIOR V.P.				$ 66.5			
	C.O.O.	64.4	13.9	78.3				
	VICE PRESIDENT	62.2	17.0	79.2		63.4	77.7	91.9
	VICE PRESIDENT	61.0	10.7	71.7		51.0	53.0	75.0
	C.O.O.	45.0	5.0	50.0				
	VICE PRESIDENT	41.3	6.2	47.5		30.2	39.8	49.3
	NO IN POSITION: 10							
$ 752.6	WEIGHTED GROUP AVG:	$ 64.5	$ 13.5	$ 78.0	$ 66.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW					$ 70.2			
	SENIOR V.P.				67.3	$ 50.0	$ 70.0	$ 90.0
	VICE PRESIDENT				65.5			
	CEO/PRESIDENT	$ 64.7	$ 6.0	$ 70.7				
	VICE PRESIDENT	60.0	7.6	67.6		50.2	62.8	75.4
	EXEC. V.P.	59.2	0.0	59.2				
		59.0	4.5	63.5				
	C.O.O.	56.5	13.5	70.0		50.0	60.0	65.0
	GROUP EXEC.				56.1			
	SENIOR V.P.	56.0	10.0	66.0				
					55.8			
	SENIOR V.P.	53.4	0.5	53.9		44.2	49.1	54.0
	EXEC. V.P.	53.0	0.0	53.0				
	CEO/PRESIDENT				47.9			
	CEO/PRESIDENT	47.1	0.3	47.4				
	C.O.O.				46.0			
		45.0	0.0	45.0				
	VICE PRESIDENT				44.2			
					43.5			
	VICE PRESIDENT				40.7	26.8	33.5	40.2
	CEO/PRESIDENT	36.5	4.0	40.5				
	CEO/PRESIDENT				30.0	30.0	35.0	40.0
	NO IN POSITION:	22						
$ 229.4	WEIGHTED GROUP AVG:	$ 53.7	$ 4.2	$ 57.9	$ 51.6			
	NO IN POSITION:	60						
$ 2353.6	POSITION AVERAGE:	$ 84.6	$ 20.4	$105.0	$ 58.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 6: CONTROLLER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.71	.71	.50
Std. Error	1.22	1.28	1.23

	BonCoBase	TC	Nonbonus
Slope	.22328	.26972	.20569
Y-Int	1.21058	1.14915	1.24304

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

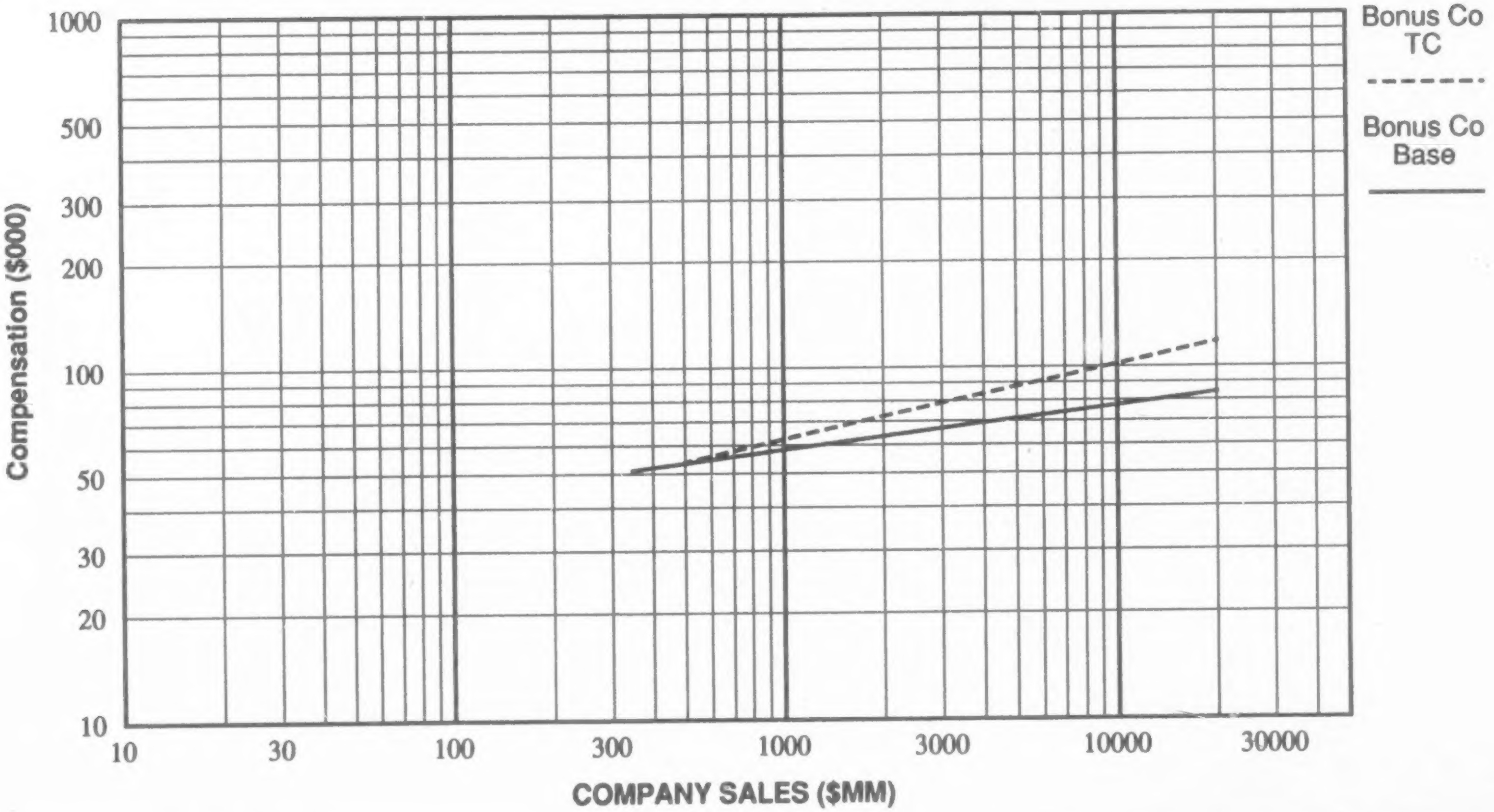
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	EXEC. V.P.	$139.0	$ 20.0	$159.0				
	VICE PRESIDENT	98.7	0.0	98.7		$ 82.6	$103.3	$123.9
	SENIOR V.P.	97.0	12.0	109.0		58.6	73.3	87.9
	SENIOR V.P.	88.4	28.9	117.3				
	SENIOR V.P.	82.4	11.5	93.9		69.5	88.7	107.7
	SENIOR V.P.	80.5	8.0	88.5				
	EXEC. V.P.	73.5	18.9	92.4		57.2	68.5	79.8
	SENIOR V.P.	72.6	6.4	79.0		59.4	74.3	89.2
	EXEC. V.P.	66.0	8.9	74.9		60.6	75.7	90.8
	VICE PRESIDENT	57.5	9.3	66.8				
	EXEC. V.P.	57.4	4.5	61.9				
	GROUP EXEC.	56.4	15.0	71.4				
	VICE PRESIDENT				$ 50.0			
	NO IN POSITION: 13							
$ 7389.4	WEIGHTED GROUP AVG:	$ 80.8	$ 11.9	$ 92.7	$ 50.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 AND BELOW	EXEC. V.P.	$ 67.0	$ 12.7	$ 79.7		$ 56.1	$ 71.5	$ 86.8
	CEO/PRESIDENT				$ 66.6	51.7	65.2	78.6
	SENIOR V.P.	60.5	0.0	60.5		49.1	60.4	71.7
	GROUP EXEC.				60.0	52.9	64.8	76.7
	CEO/PRESIDENT	58.2	5.4	63.6		44.1	55.2	66.2
	VICE PRESIDENT	51.5	11.3	62.8		38.6	45.9	53.3
	C.O.O.	50.4	4.0	54.4				
	VICE PRESIDENT				49.6	44.8	54.9	65.0
	SENIOR V.P.	47.3	0.5	47.8		36.4	43.9	51.4
	C.O.O.				45.0			
	C.O.O.	42.0	3.0	45.0				
	SENIOR V.P.				35.6	28.9	36.1	43.4
					33.5			
	NO IN POSITION: 13							
$ 1211.9	WEIGHTED GROUP AVG:	$ 53.8	$ 5.3	$ 59.1	$ 48.4			
	NO IN POSITION: 26							
$ 4300.6	POSITION AVERAGE:	$ 70.9	$ 9.4	$ 80.3	$ 48.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 7: TOP AUDIT EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.34	.55
Std. Error	1.21	1.24

	BonCoBase	TC
Slope	.12300	.21238
Y-Int	1.39617	1.15733

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

Directs the MIS function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	SENIOR V.P.	$152.5	$ 45.8	$198.3				
	SENIOR V.P.	152.5	37.1	189.6		$111.8	$139.8	$167.7
	EXEC. V.P.	150.0	0.0	150.0				
	EXEC. V.P.	150.0	82.0	232.0				
	EXEC. V.P.	149.5	25.0	174.5				
	CEO/PRESIDENT	147.5	42.6	190.1				
	CEO/PRESIDENT	145.9	34.5	180.4		146.8	194.9	242.9
	CEO/PRESIDENT	140.0	21.0	161.0				
	EXEC. V.P.	138.0	46.0	184.0				
	SENIOR V.P.	137.0	100.7	237.7				
	EXEC. V.P.	130.6	24.5	155.1		110.3	137.8	165.4
	SENIOR V.P.	128.0	27.2	155.2		102.2	127.8	153.4
	CEO/PRESIDENT	121.0	130.0	251.0				
	EXEC. V.P.	115.0	6.2	121.2				
	EXEC. V.P.	101.2	11.5	112.7		96.1	120.1	
	VICE PRESIDENT	91.5	4.3	95.8		98.8	127.7	157.0
	EXEC. V.P.	88.6	78.8	167.4		94.5	122.2	150.2
	NO IN POSITION:	17						
$ 6869.9	WEIGHTED GROUP AVG:	$131.7	$ 42.2	$173.9				

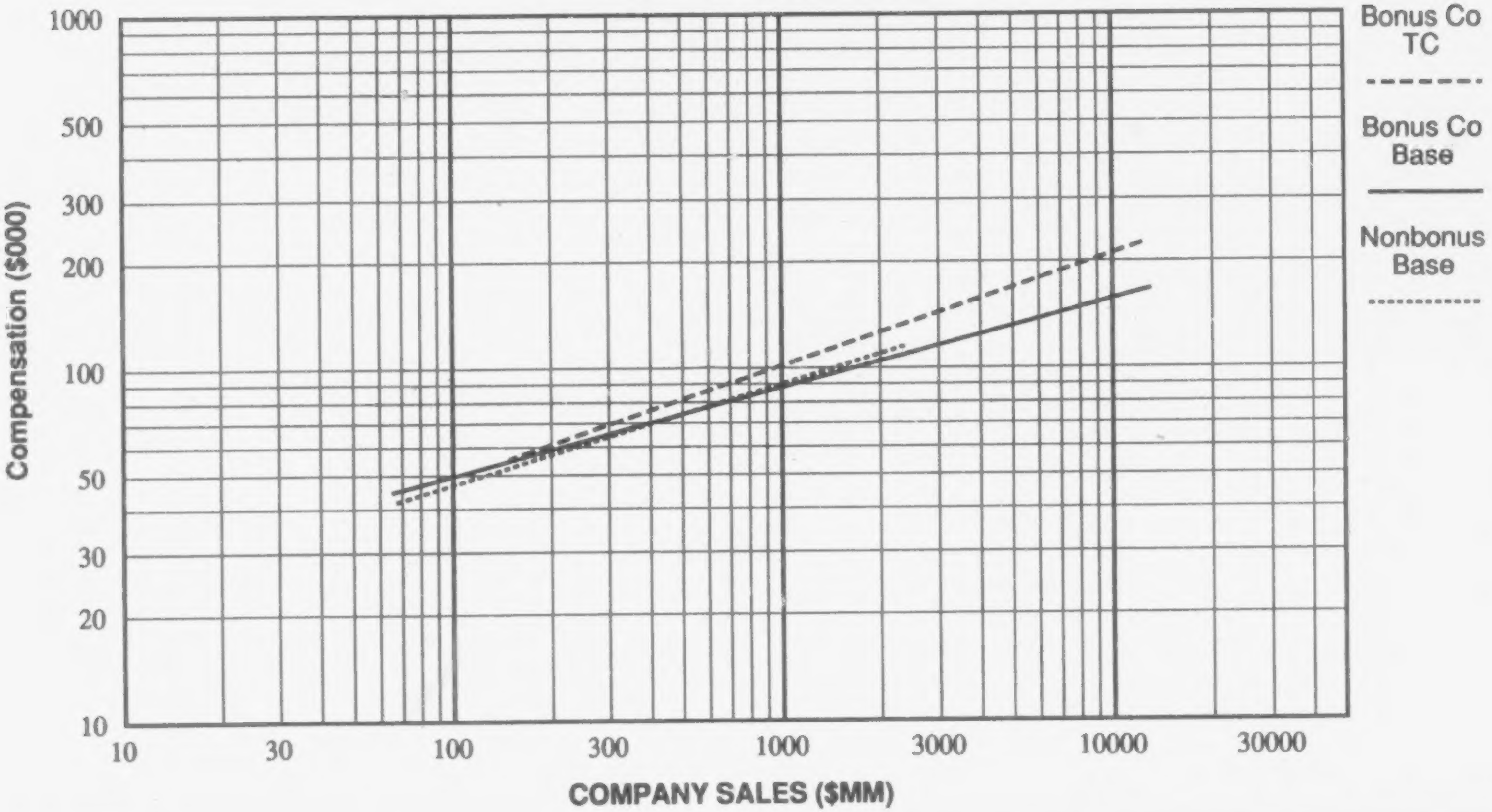
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9	CEO/PRESIDENT	$160.0	$ 42.0	$202.0				
TO	BOARD OF DIR.	143.0	37.6	180.6				
$1000.0	CEO/PRESIDENT	128.8	20.0	148.8				
	SENIOR V.P.	120.7	0.0	120.7		$ 81.2	$101.1	$121.0
	CEO/PRESIDENT	115.0	11.5	126.5				
		110.0	27.2	137.2				
	SENIOR V.P.	109.7	40.5	150.2				
	CEO/PRESIDENT				$108.0	88.1	110.0	132.0
	CEO/PRESIDENT				106.6			
	EXEC. V.P.	100.0	27.1	127.1				
	EXEC. V.P.	98.2	12.5	110.7				
	SENIOR V.P.				92.0			
	SENIOR V.P.				91.8			
	VICE PRESIDENT	88.4	14.4	102.8		76.2	95.2	114.2
	CEO/PRESIDENT	85.0	5.0	90.0		70.0	85.0	90.0
		76.9	5.4	82.3		50.8	65.8	80.9
	NO IN POSITION: 16							
$ 1389.3	WEIGHTED GROUP AVG:	$111.3	$ 20.3	$131.6	$ 99.6			
$999.9	BOARD OF DIR.	$ 84.5	$ 5.3	$ 89.8				
TO	EXEC. V.P.	82.0	0.0	82.0		$ 62.9	$ 78.6	$ 94.3
$500.0	SENIOR V.P.	81.7	4.0	85.7		55.4	69.2	83.0
	SENIOR V.P.				$ 80.6			
	VICE PRESIDENT	77.2	22.8	100.0		60.2	76.9	93.5
	SENIOR V.P.				76.3			
	VICE PRESIDENT	76.2	8.2	84.4		64.6	80.8	97.0
	VICE PRESIDENT	58.0	13.6	71.6		50.0	61.3	72.5
	NO IN POSITION: 8							
$ 772.0	WEIGHTED GROUP AVG:	$ 76.6	$ 9.0	$ 85.6	$ 78.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	C.O.O.				$150.0			
AND BELOW	SENIOR V.P.				88.0	$ 50.0	$ 70.0	$ 90.0
		$ 84.4	$ 0.0	$ 84.4				
	C.O.O.	78.0	0.0	78.0		48.0	72.0	96.0
	VICE PRESIDENT				74.2			
	SENIOR V.P.	66.0	0.0	66.0				
	VICE PRESIDENT	65.4	7.1	72.5		47.4	59.3	71.1
					63.0			
	C.O.O.	62.5	5.0	67.5				
		58.1	5.0	63.1				
	SENIOR V.P.	58.0	15.0	73.0				
	GROUP EXEC.				53.0			
	C.O.O.				52.6			
	C.O.O.	50.9	0.0	50.9				
	CEO/PRESIDENT	48.1	8.3	56.4				
	EXEC. V.P.	48.0	0.0	48.0				
	CEO/PRESIDENT	46.4	0.0	46.4				
	CEO/PRESIDENT	46.0	3.5	49.5				
					43.9			
	CEO/PRESIDENT	40.3	4.0	44.3				
	CEO/PRESIDENT				32.7	32.0	35.0	38.0
	NO IN POSITION: 21							
$ 233.7	WEIGHTED GROUP AVG:	$ 57.9	$ 3.6	$ 61.5	$ 69.7			
	NO IN POSITION: 62							
$ 2421.0	POSITION AVERAGE:	$ 99.7	$ 22.1	$121.8	$ 79.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 8: TOP MIS EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.73	.77	.83
Std. Error	1.23	1.27	1.17

	BonCoBase	TC	Nonbonus
Slope	.24919	.31620	.28423
Y-Int	1.19659	1.05805	1.10214

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

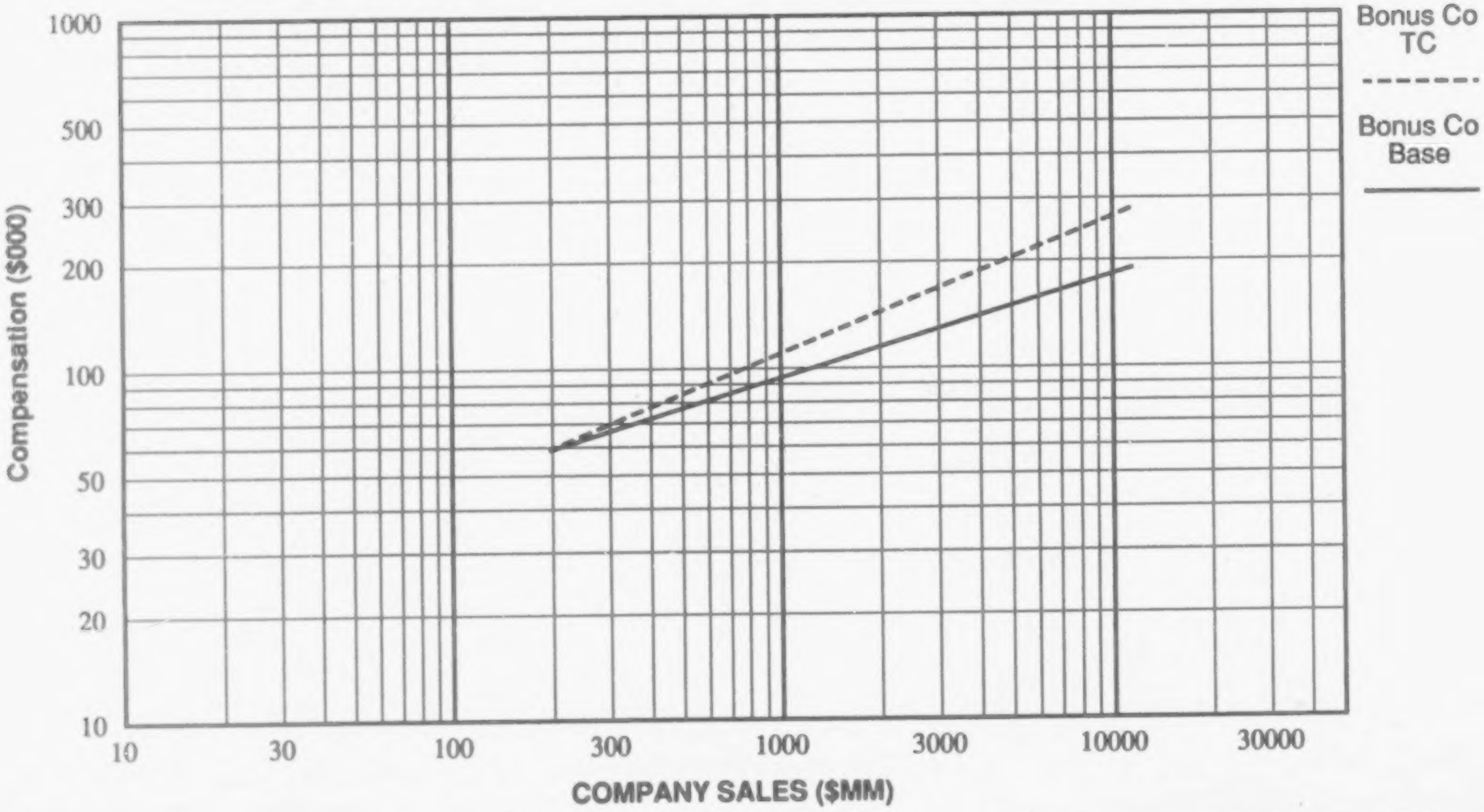
Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	C.O.O.	$199.0	$ 93.5	$292.5		$138.0	$172.5	
	CEO/PRESIDENT	185.9	61.1	247.0		137.9	172.4	206.8
	EXEC. V.P.	179.0	30.0	209.0				
	CEO/PRESIDENT	165.0	82.5	247.5				
	C.O.O.	152.5	136.2	288.7		140.5	186.5	232.4
	EXEC. V.P.	125.0	18.8	143.8				
	CEO/PRESIDENT	111.0	0.0	111.0				
	CEO/PRESIDENT	101.8	123.1	224.9				
	CEO/PRESIDENT	80.5	5.0	85.5				
	NO IN POSITION:	9						
$ 5824.0	WEIGHTED GROUP AVG:	$144.4	$ 61.1	$205.5				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$135.3	$ 50.6	$185.9				
TO	CEO/PRESIDENT	128.8	20.0	148.8				
$1000.0	CEO/PRESIDENT	118.0	0.0	118.0		$ 99.9	$124.9	$149.9
		108.2	7.0	115.2		78.0	100.2	122.5
	CEO/PRESIDENT				$108.0	88.1	110.0	132.0
	CEO/PRESIDENT	97.0	17.4	114.4				
	DIV. V.P./MGR.	94.0	23.8	117.8				
	CEO/PRESIDENT	80.1	24.9	105.0		65.0	70.0	80.0
	VICE PRESIDENT	80.0	18.0	98.0				
	DIV. V.P./MGR.				62.0	51.7	65.2	78.6
	NO IN POSITION: 10							
$ 1551.3	WEIGHTED GROUP AVG:	$105.2	$ 20.2	$125.4	$ 85.0			
$999.9	CEO/PRESIDENT	$105.0	$ 68.1	$173.1		$ 84.6	$103.6	$122.7
AND BELOW	C.O.O.	95.0	28.5	123.5				
	SENIOR V.P.	85.0	31.5	116.5		58.5	76.0	93.5
	EXEC. V.P.	84.5	6.8	91.3				
	EXEC. V.P.	83.2	0.0	83.2		62.9	78.6	94.3
	SENIOR V.P.	73.5	34.6	108.1				
	CEO/PRESIDENT	70.7	11.0	81.7		53.4	66.8	80.1
	C.O.O.				$ 65.0	50.0	70.0	90.0
	C.O.O.	62.0	5.5	67.5				
	EXEC. V.P.				58.0			
	CEO/PRESIDENT	48.1	0.0	48.1				
	NO IN POSITION: 11							
$ 585.4	WEIGHTED GROUP AVG:	$ 78.6	$ 20.6	$ 99.2	$ 61.5			
	NO IN POSITION: 30							
$ 2479.0	POSITION AVERAGE:	$109.5	$ 34.6	$144.1	$ 73.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 9:TOP HUMAN RESOURCES W/LABOR RELATIONS



	BonCoBase	TC
Coeff. Det.	.72	.71
Std. Error	1.21	1.29

	BonCoBase	TC
Slope	.28954	.38290
Y-Int	1.10427	0.89469

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$167.0	$ 48.2	$215.2				
	SENIOR V.P.	160.7	29.8	190.5		$125.1	$156.4	$187.7
	BOARD OF DIR.	133.0	16.6	149.6				
	C.O.O.	116.4	38.0	154.4				
	C.O.O.	116.3	7.3	123.6		146.8	194.9	242.9
	CEO/PRESIDENT	115.0	42.3	157.3		136.2	170.2	204.2
	EXEC. V.P.	106.0	15.0	121.0				
	SENIOR V.P.				$105.0			
	C.O.O.	102.0	81.1	183.1		60.2	79.8	99.4
	EXEC. V.P.	100.0	27.6	127.6				
	SENIOR V.P.	90.8	42.6	133.4				
	DIV. V.P./MGR.	90.0	6.5	96.5				
	EXEC. V.P.	89.5	15.0	104.5				
	SENIOR V.P.	80.8	13.2	94.0		70.6	88.2	105.8
	NO IN POSITION:	14						
$ 4150.5	WEIGHTED GROUP AVG:	$112.9	$ 29.5	$142.4	$105.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	C.O.O.	$110.0	$ 35.0	$145.0				
	CEO/PRESIDENT	87.5	21.8	109.3		$ 64.3	$ 80.3	$ 96.4
	CEO/PRESIDENT	86.6	8.0	94.6				
	SENIOR V.P.	72.8	0.0	72.8				
					$ 72.4			
	CEO/PRESIDENT	72.0	14.5	86.5				
	CEO/PRESIDENT	71.5	0.0	71.5				
	VICE PRESIDENT	70.5	16.5	87.0		56.2	68.9	81.5
	CEO/PRESIDENT				69.0			
	SENIOR V.P.	65.1	10.0	75.1				
	CEO/PRESIDENT				65.0			
	C.O.O.	64.7	27.5	92.2		64.6	82.2	99.9
	CEO/PRESIDENT	63.4	22.8	86.2				
	CEO/PRESIDENT	60.0	0.0	60.0				
	VICE PRESIDENT				57.6			
	CEO/PRESIDENT	51.0	7.2	58.2				
		49.4	0.0	49.4				
	SENIOR V.P.				47.3			
	C.O.O.				35.8			
	CEO/PRESIDENT	34.2	0.9	35.1				
	BOARD OF DIR.	31.2	0.0	31.2				
	NO IN POSITION: 21							
$ 329.9	WEIGHTED GROUP AVG:	$ 66.0	$ 10.9	$ 76.9	$ 57.8			
	NO IN POSITION: 35							
$ 1858.1	POSITION AVERAGE:	$ 87.8	$ 19.5	$107.3	$ 64.6			

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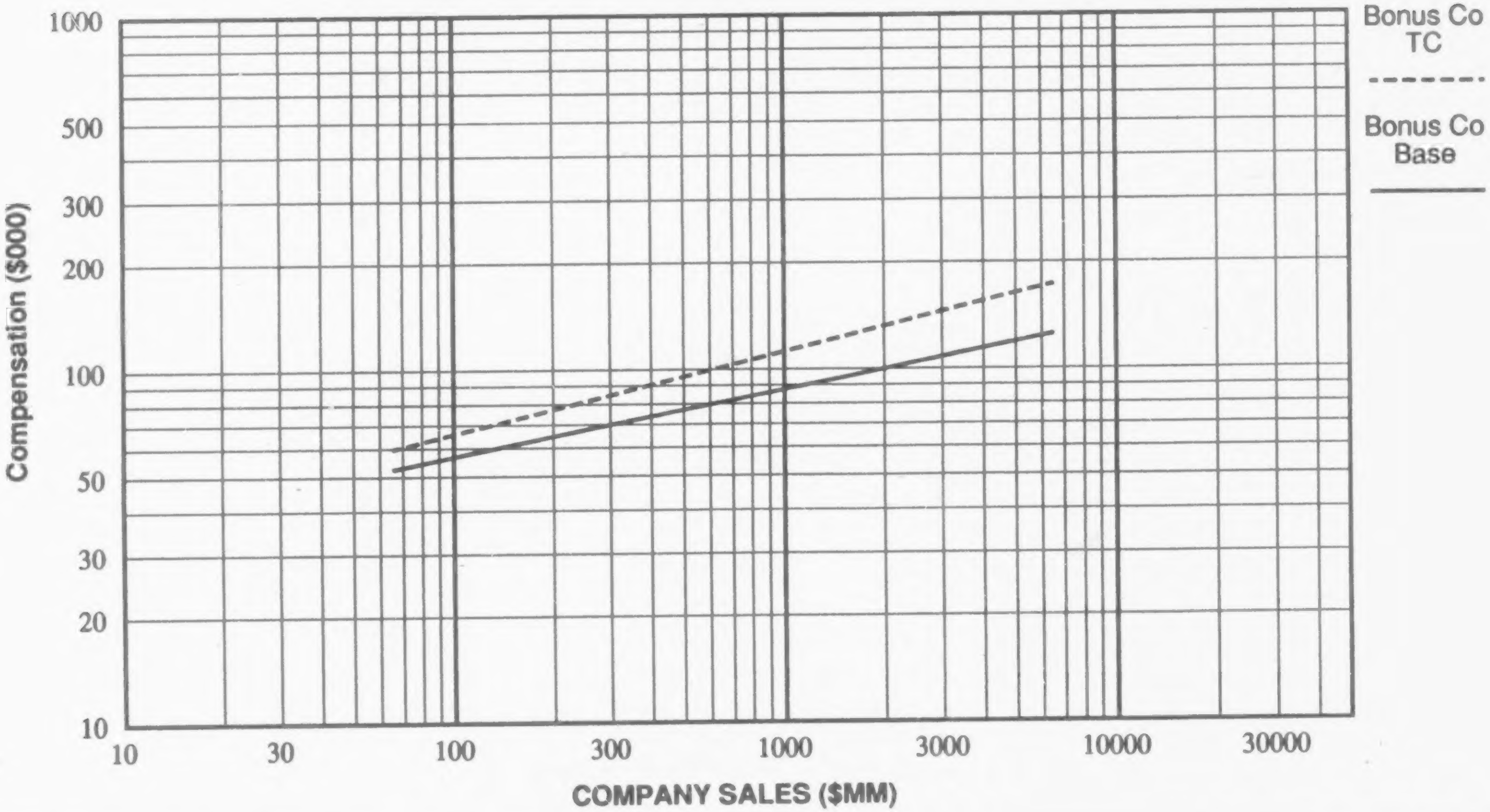
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 10: TOP HUMAN RESOURCES W/O LR



	BonCoBase	TC
Coeff. Det.	.64	.66
Std. Error	1.25	1.24

	BonCoBase	TC
Slope	.18872	.23060
Y-Int	1.37599	1.35800

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

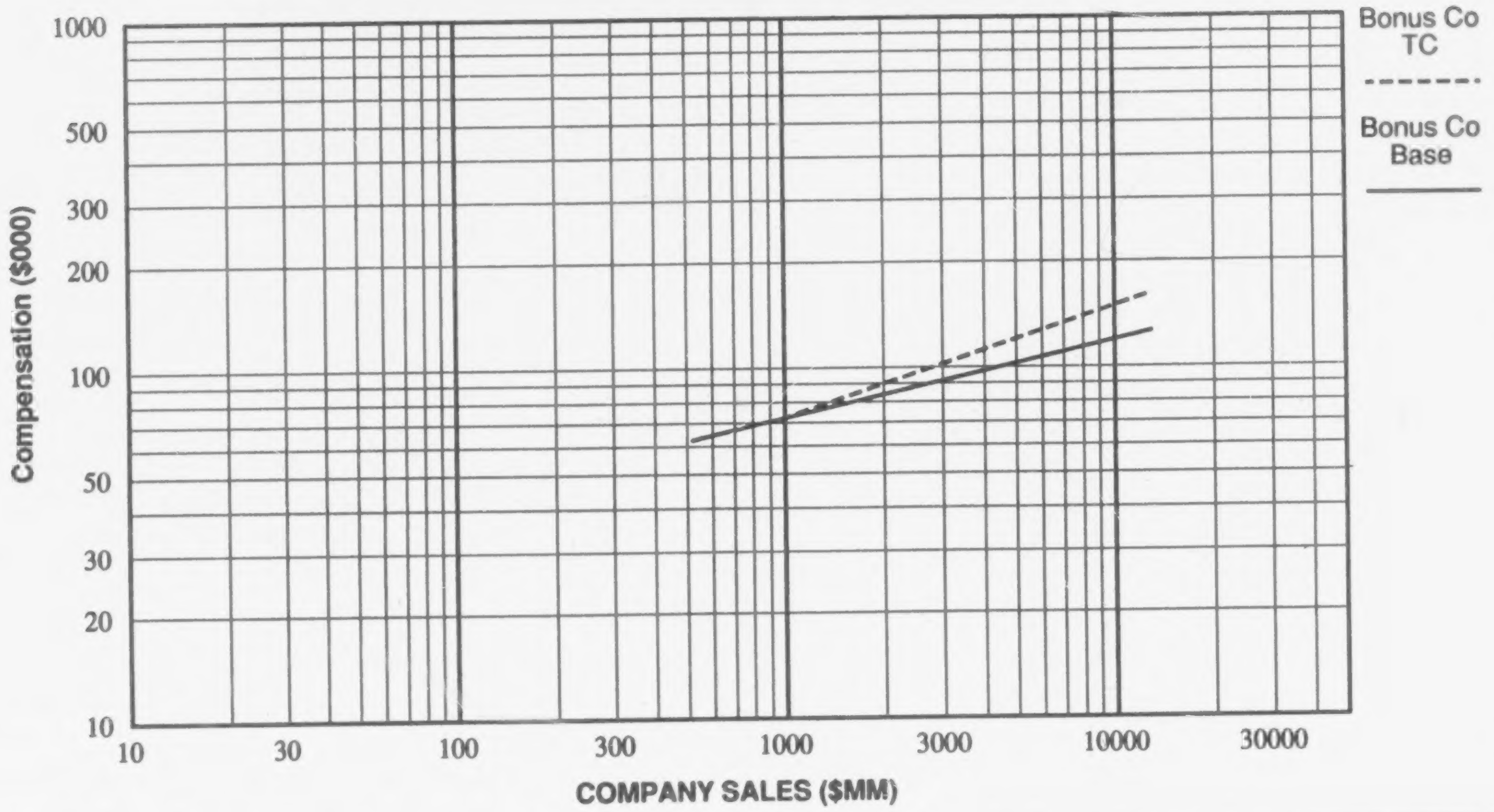
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$170.0	$ 43.3	$213.3		$110.3	$137.8	$165.4
	EXEC. V.P.	157.0	22.1	179.1		81.6	102.0	122.4
	EXEC. V.P.	145.0	25.0	170.0				
	EXEC. V.P.	144.8	127.0	271.8				
	SENIOR V.P.	133.1	32.0	165.1		98.3	122.9	147.5
	C.O.O.	122.6	7.8	130.4		129.2	169.5	209.9
	CEO/PRESIDENT	110.3	26.2	136.5		112.5	145.7	178.5
	SENIOR V.P.	108.0	21.6	129.6				
	GROUP EXEC.	98.0	7.1	105.1				
	SENIOR V.P.	94.5	8.4	102.9		78.4	98.0	
	VICE PRESIDENT	65.0	51.7	116.7		46.4	60.3	74.3
	NO IN POSITION:	11						
$ 8167.5	WEIGHTED GROUP AVG:	$122.6	$ 33.8	$156.4				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 AND BELOW	SENIOR V.P.				$ 92.0			
		$ 83.2	$ 5.4	$ 88.6		$ 50.3	$ 63.4	$ 76.4
	SENIOR V.P.	80.0	0.0	80.0				
	VICE PRESIDENT	76.2	19.1	95.3				
	SENIOR V.P.	64.3	7.4	71.7		48.7	64.9	81.1
	VICE PRESIDENT	63.5	0.0	63.5		57.4	70.9	84.4
	DIV. V.P./MGR.	56.4	8.0	64.4		51.9	53.0	56.4
	CEO/PRESIDENT	55.8	7.6	63.4		28.8	37.2	45.5
	NO IN POSITION:	8						
$ 1126.6	WEIGHTED GROUP AVG:	$ 68.5	$ 6.8	$ 75.3	$ 92.0			

	NO IN POSITION:	19			
$ 5202.9	POSITION AVERAGE:	$101.5	$ 23.4	$124.9	$ 92.0

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 11: TOP LABOR RELATIONS EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.61	.74
Std. Error	1.25	1.21

	BonCoBase	TC
Slope	.21812	.31477
Y-Int	1.20434	0.91493

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge, and performance of staff and store-level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	SENIOR V.P.	$101.3	$ 36.2	$137.5		$ 73.4	$ 91.8	
	EXEC. V.P.	100.0	15.0	115.0				
	SENIOR V.P.	92.6	12.9	105.5		68.5	85.6	102.7
	SENIOR V.P.	90.0	18.0	108.0				
	GROUP EXEC.	84.0	6.3	90.3				
	VICE PRESIDENT	77.2	6.0	83.2		53.3	66.6	80.0
	VICE PRESIDENT	76.1	7.6	83.7		70.8	88.5	106.1
	SENIOR V.P.	76.0	18.0	94.0		72.2	90.3	108.4
	VICE PRESIDENT	69.5	3.6	73.1		71.5	88.8	106.4
	VICE PRESIDENT	65.0	10.6	75.6				
	VICE PRESIDENT	61.7	10.5	72.2		47.3	56.7	66.1
	VICE PRESIDENT	60.5	22.5	83.0				
	VICE PRESIDENT				$ 54.1	41.8	53.2	64.7
	VICE PRESIDENT	46.0	3.4	49.4				
	NO IN POSITION: 14							
$ 6048.9	WEIGHTED GROUP AVG:	$ 76.9	$ 13.1	$ 90.0	$ 54.1			

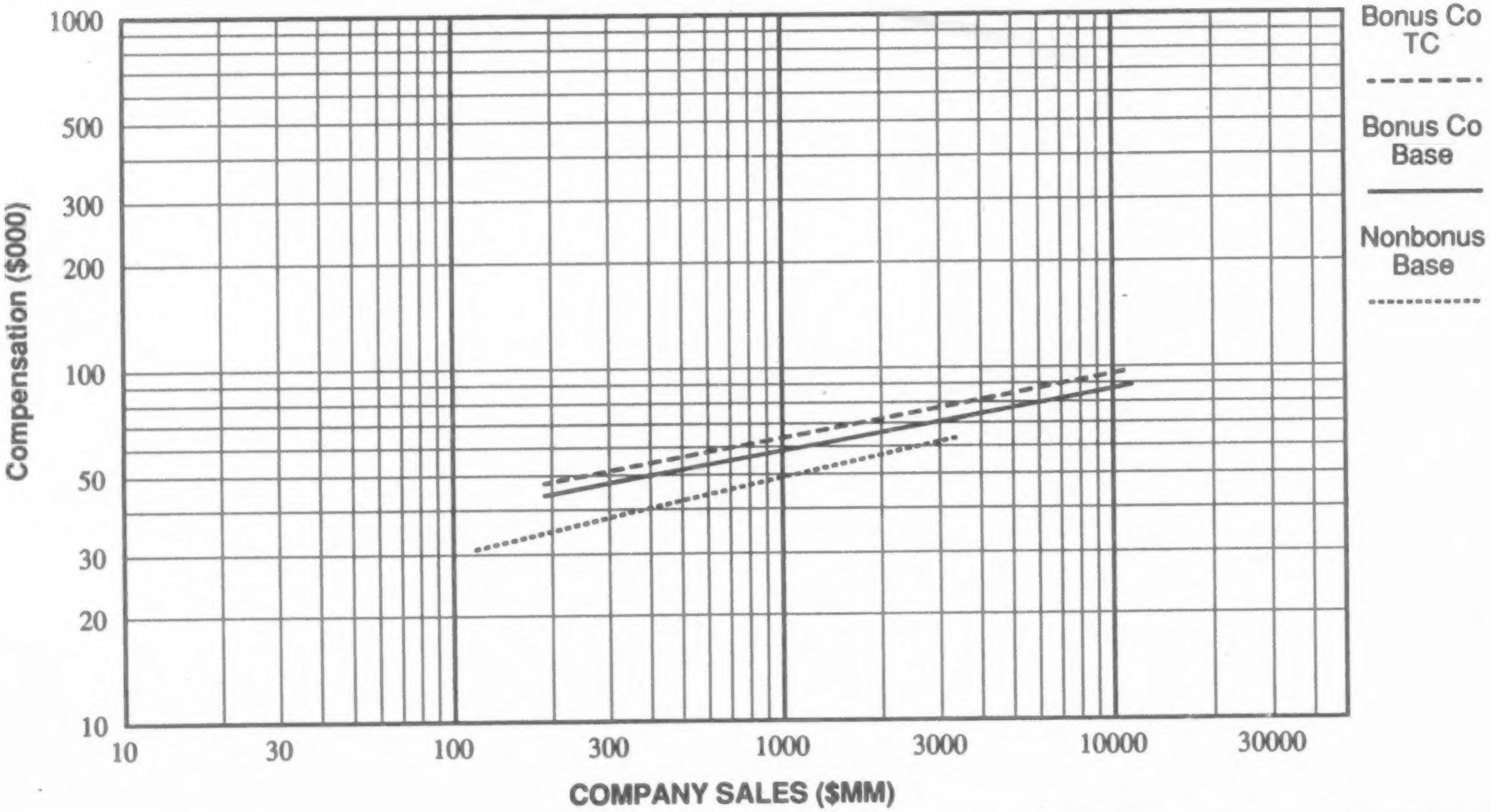
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	EXEC. V.P.				$ 74.3	$ 46.0	$ 57.9	$ 69.9
TO	VICE PRESIDENT	$ 72.0	$ 5.0	$ 77.0		64.0	83.1	102.2
$1000.0	SENIOR V.P.	69.5	10.9	80.4		54.8	73.0	91.3
	SENIOR V.P.	68.5	0.0	68.5				
	VICE PRESIDENT				63.3	52.9	64.8	76.7
	SENIOR V.P.	55.0	5.2	60.2				
	ASST. V.P./DIR				54.1	52.3	65.3	78.4
	VICE PRESIDENT	54.0	0.0	54.0		49.1	60.4	71.7
	VICE PRESIDENT				52.4			
	VICE PRESIDENT				51.0			
	VICE PRESIDENT	48.1	10.1	58.2		35.1	41.1	48.0
		45.0	2.9	47.9		41.2	51.2	61.3
	DIV. V.P./MGR.	41.4	3.6	45.0		37.0	40.0	41.4
	NO IN POSITION:	13						
$ 1449.5	WEIGHTED GROUP AVG:	$ 56.7	$ 4.7	$ 61.4	$ 59.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	VICE PRESIDENT	$ 72.8	$ 10.8	$ 83.6		$ 53.4	$ 66.8	$ 80.1
	VICE PRESIDENT	58.5	0.0	58.5				
	VICE PRESIDENT	57.8	14.4	72.2				
	GROUP EXEC.	52.0	8.5	60.5				
	SENIOR V.P.	52.0	0.0	52.0		51.3	64.1	77.0
	SENIOR V.P.				$ 50.5			
	VICE PRESIDENT	48.2	3.0	51.2				
		45.0	0.0	45.0				
	CEO/PRESIDENT				43.4			
	VICE PRESIDENT				41.5			
	ASST. V.P./DIR				40.2	36.2	44.4	52.5
	CEO/PRESIDENT	37.0	3.8	40.8				
					35.0			
	VICE PRESIDENT				32.5			
					28.2			
	NO IN POSITION: 15							
$ 420.9	WEIGHTED GROUP AVG:	$ 52.9	$ 5.1	$ 58.0	$ 38.8			
	NO IN POSITION: 42							
$ 2615.3	POSITION AVERAGE:	$ 64.7	$ 8.6	$ 73.3	$ 47.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 12: TRAINING & MANAGEMENT DEVELOPMENT



	BonCoBase	TC	Nonbonus
Coeff. Det.	.57	.54	.83
Std. Error	1.21	1.24	1.11

	BonCoBase	TC	Nonbonus
Slope	.17280	.17666	.21264
Y-Int	1.24790	1.27430	1.05185

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

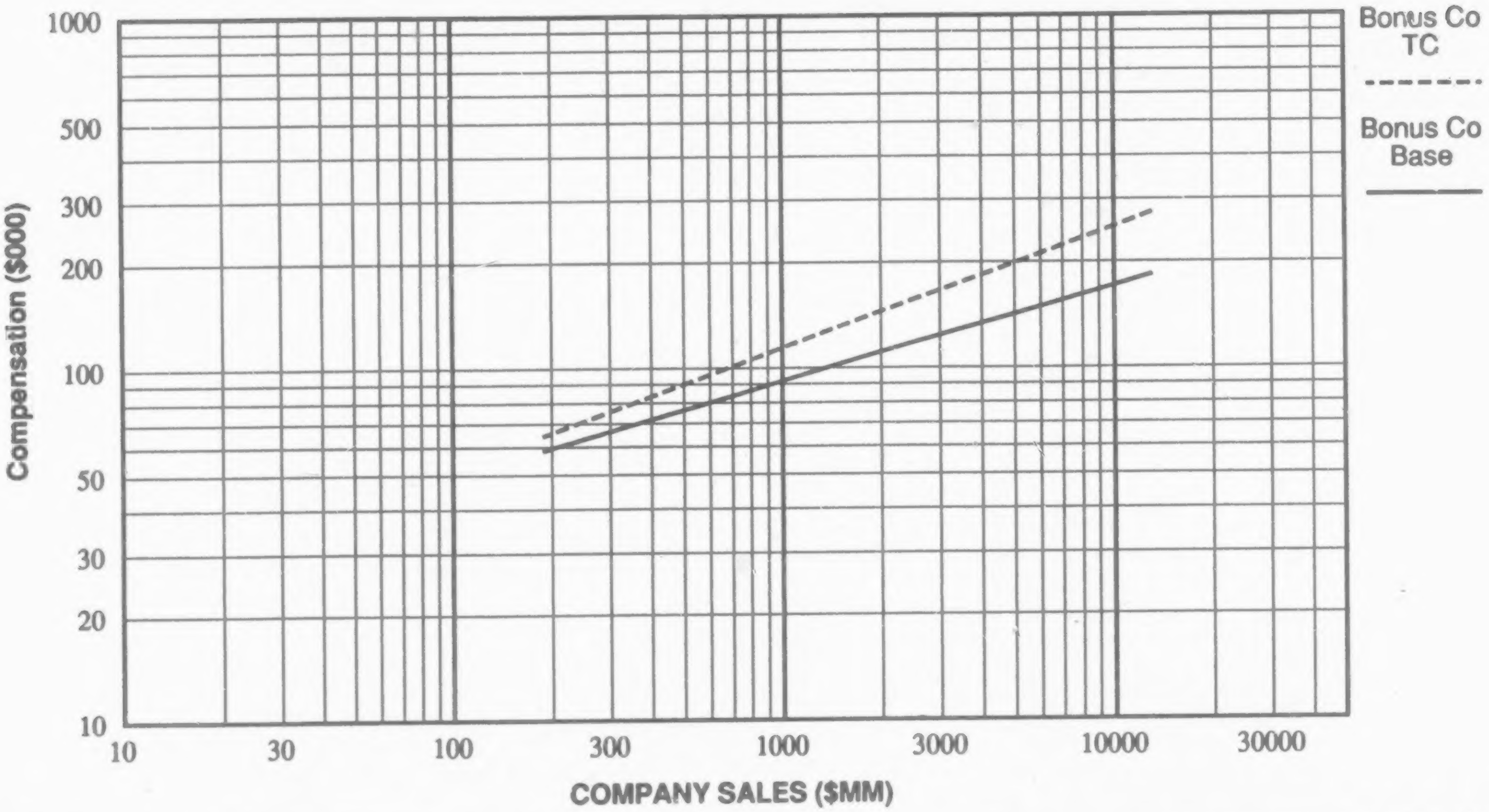
Develops and recommends objectives, policies, and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks, and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$208.0	$ 75.8	$283.8		$156.3	$195.4	$234.5
	EXEC. V.P.	175.0	47.2	222.2		80.4	100.5	
	C.O.O.	170.0	48.8	218.8				
	EXEC. V.P.	165.0	49.5	214.5				
	C.O.O.	160.0	30.0	190.0				
	SENIOR V.P.	150.0	38.2	188.2		116.6	145.7	174.9
	SENIOR V.P.	140.0	20.0	160.0				
	CEO/PRESIDENT	131.0	7.5	138.5				
	VICE PRESIDENT	109.6	87.1	196.7		60.2	79.8	99.4
	C.O.O.	106.5	52.4	158.9		123.6	162.2	200.9
	C.O.O.	102.9	6.5	109.4		129.2	169.5	209.9
	CEO/PRESIDENT	101.8	143.2	245.0				
	CEO/PRESIDENT	96.7	0.0	96.7				
	DIV. V.P./MGR.	92.0	29.8	121.8				
	VICE PRESIDENT	80.0	13.1	93.1				
	NO IN POSITION:	18						
$ 5922.2	WEIGHTED GROUP AVG:	$125.1	$ 40.1	$165.2				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9 TO $1000.0		$135.2	$ 9.5	$144.7		$ 91.9	$119.4	$147.0
	C.O.O.	135.0	0.0	135.0		99.9	124.9	149.9
	C.O.O.	121.7	45.7	167.4				
	EXEC. V.P.	110.0	52.4	162.4				
	CEO/PRESIDENT	108.2	10.0	118.2				
	C.O.O.	105.0	36.8	141.8				
	C.O.O.	100.8	16.7	117.5		70.6	88.2	105.8
	C.O.O.	100.0	23.8	123.8				
	DIV. V.P./MGR.				$ 97.2			
	SENIOR V.P.				95.0			
	C.O.O.	89.5	27.0	116.5				
		70.0	20.0	90.0		61.8	68.0	70.0
	NO IN POSITION: 12							
$ 1368.8	WEIGHTED GROUP AVG:	$107.5	$ 24.2	$131.7	$ 96.1			
$999.9 AND BELOW	CEO/PRESIDENT	$132.9	$ 17.0	$149.9				
	C.O.O.	104.0	43.6	147.6		$112.5	$145.7	$178.5
	CEO/PRESIDENT	102.7	17.0	119.7		71.1	88.9	106.7
		100.0	10.0	110.0				
	BOARD OF DIR.	84.5	10.5	95.0				
	CEO/PRESIDENT	83.2	0.0	83.2				
	CEO/PRESIDENT	78.7	38.3	117.0				
	EXEC. V.P.				$ 78.5			
	CEO/PRESIDENT	77.2	18.5	95.7		70.5	87.7	104.9
	SENIOR V.P.	73.0	6.0	79.0				
	CEO/PRESIDENT	63.0	19.7	82.7		63.4	77.7	91.9
		56.0	0.0	56.0				
	CEO/PRESIDENT	48.0	5.6	53.6				
	NO IN POSITION: 13							
$ 608.0	WEIGHTED GROUP AVG:	$ 83.6	$ 15.5	$ 99.1	$ 78.5			
	NO IN POSITION: 43							
$ 3044.9	POSITION AVERAGE:	$108.3	$ 28.7	$137.0	$ 90.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 13: TOP DISTRIBUTION EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.74	.75
Std. Error	1.19	1.23

	BonCoBase	TC
Slope	.27024	.34234
Y-Int	1.15275	1.03130

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$230.0	$ 46.0	$276.0				
	CEO/PRESIDENT	228.0	70.0	298.0				
	EXEC. V.P.	200.0	167.9	367.9				
	EXEC. V.P.	170.0	35.0	205.0				
	SENIOR V.P.	140.0	0.0	140.0		$ 99.9	$124.9	$149.9
	BOARD OF DIR.	134.0	41.3	175.3				
	SENIOR V.P.	133.3	48.8	182.1				
	CEO/PRESIDENT	128.8	20.0	148.8				
	NO IN POSITION: 8							
$ 6618.8	WEIGHTED GROUP AVG:	$170.5	$ 53.6	$224.1				
$999.9 AND BELOW	CEO/PRESIDENT	$118.1	$ 0.0	$118.1		$ 88.2	$110.2	$132.3
	SENIOR V.P.	109.2	0.0	109.2				
	SENIOR V.P.	80.0	24.0	104.0		60.2	76.9	93.5
	CEO/PRESIDENT	72.5	18.1	90.6		62.1	77.6	93.1
	CEO/PRESIDENT				$ 67.6			
	CEO/PRESIDENT	41.6	7.1	48.7				
	C.O.O.	36.4	5.0	41.4				
	NO IN POSITION: 7							
$ 363.5	WEIGHTED GROUP AVG:	$ 76.3	$ 9.0	$ 85.3	$ 67.6			
	NO IN POSITION: 15							
$ 3699.6	POSITION AVERAGE:	$130.1	$ 34.6	$164.7	$ 67.6			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
50 AND ABOVE	CEO/PRESIDENT	$230.0	$ 46.0	$276.0				
	EXEC. V.P.	200.0	167.9	367.9				
	SENIOR V.P.	140.0	0.0	140.0		$ 99.9	$124.9	$149.9
	BOARD OF DIR.	134.0	41.3	175.3				
	SENIOR V.P.	80.0	24.0	104.0		60.2	76.9	93.5
	NO IN POSITION: 5							
463.4	WEIGHTED GROUP AVG:	$156.8	$ 55.8	$212.6				
49 AND BELOW	CEO/PRESIDENT	$118.1	$ 0.0	$118.1		$ 88.2	$110.2	$132.3
	SENIOR V.P.	109.2	0.0	109.2				
	CEO/PRESIDENT	72.5	18.1	90.6		62.1	77.[illegible]	93.1
	CEO/PRESIDENT				$ 67.6			
	C.O.O.	36.4	5.0	41.4				
	NO IN POSITION: 5							
21.6	WEIGHTED GROUP AVG:	$ 84.1	$ 5.7	$ 89.8	$ 67.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$228.0	$ 70.0	$298.0				
	EXEC. V.P.	170.0	35.0	205.0				
	SENIOR V.P.	133.3	48.8	182.1				
	CEO/PRESIDENT	128.8	20.0	148.8				
	CEO/PRESIDENT	41.6	7.1	48.7				
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$140.3	$ 36.2	$176.5				
	NO IN POSITION: 15							
242.5	POSITION AVERAGE:	$130.1	$ 34.6	$164.7	$ 67.6			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	EXEC. V.P.	$142.5	$ 42.8	$185.3				
	EXEC. V.P.	122.9	44.7	167.6		$ 96.4	$120.1	
	SENIOR V.P.	121.1	22.6	143.7		101.0	126.3	151.5
	C.O.O.	121.0	34.7	155.7				
	CEO/PRESIDENT	121.0	112.6	233.6				
	SENIOR V.P.	98.5	28.4	126.9				
	CEO/PRESIDENT	93.0	0.0	93.0				
	SENIOR V.P.	92.7	36.3	129.0				
	EXEC. V.P.	86.7	30.0	116.7				
	VICE PRESIDENT	63.7	50.7	114.4		46.4	60.3	74.3
	NO IN POSITION:	13						
$ 7912.9	WEIGHTED GROUP AVG:	$100.9	$ 40.5	$141.4				

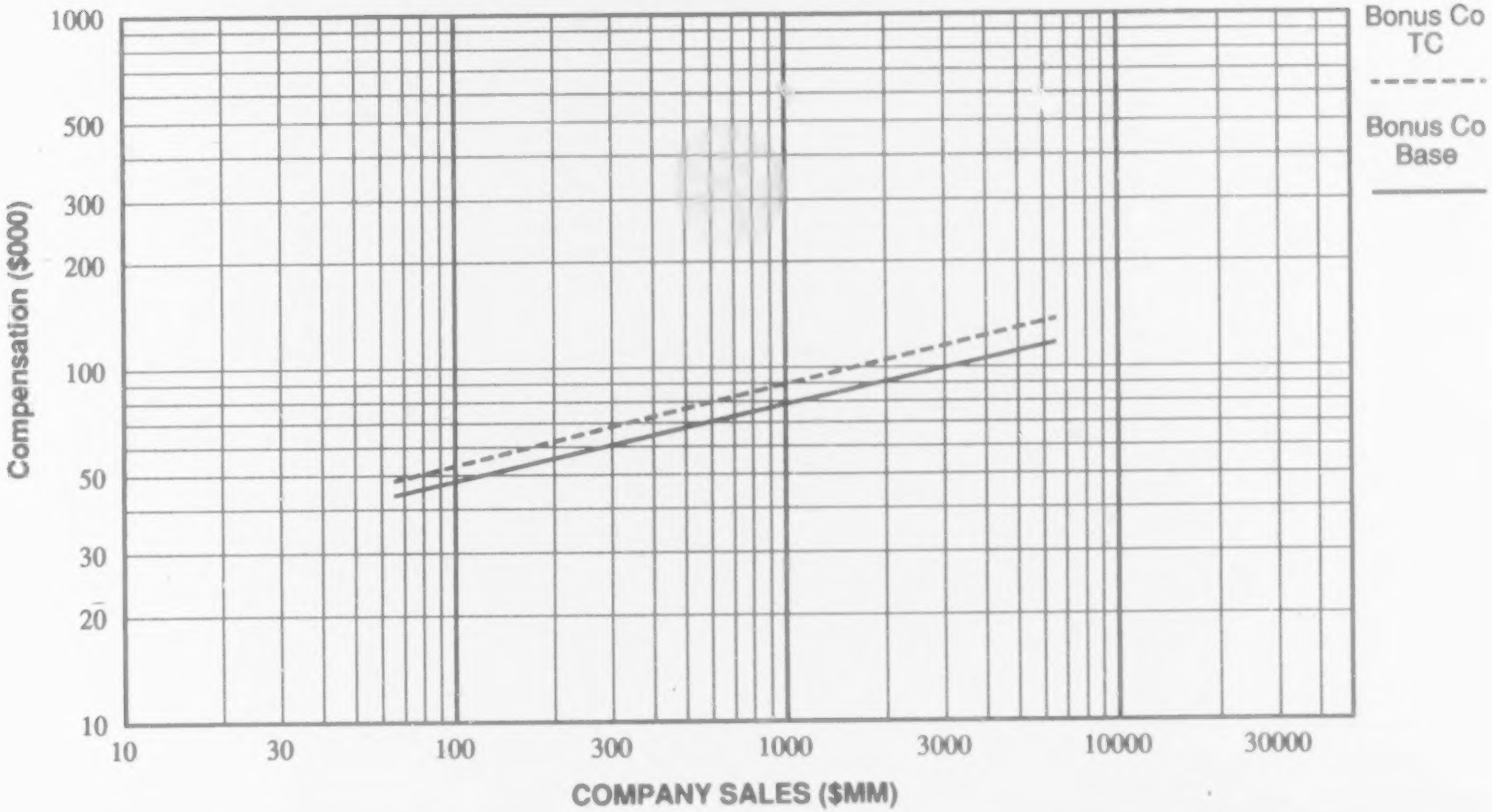
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	VICE PRESIDENT	$115.0	$ 30.0	$145.0				
TO	GROUP EXEC.	97.7	0.0	97.7				
$1000.0	SENIOR V.P.	90.6	13.8	104.4		$ 65.4	$ 81.8	$ 98.2
		80.0	5.2	85.2		62.2	79.0	95.8
	VICE PRESIDENT	78.0	8.0	86.0		64.0	83.1	102.2
	SENIOR V.P.				$ 76.0	67.6	84.5	101.4
	EXEC. V.P.	75.5	14.6	90.1				
	VICE PRESIDENT	73.0	7.3	80.3				
	C.O.O.	72.7	12.5	85.2				
	SENIOR V.P.				71.5			
	CEO/PRESIDENT	64.0	15.0	79.0		60.0	62.0	64.0
	NO IN POSITION: 11							
$ 1265.1	WEIGHTED GROUP AVG:	$ 82.9	$ 11.9	$ 94.8	$ 73.8			
$999.9	SENIOR V.P.	$ 95.0	$ 42.0	$137.0		$ 64.2	$ 83.5	$102.8
TO	BOARD OF DIR.	84.5	9.5	94.0				
$500.0	CEO/PRESIDENT	70.7	10.9	81.6		53.4	66.8	80.1
	VICE PRESIDENT	68.2	20.0	88.2		63.4	77.7	91.9
	VICE PRESIDENT	49.5	6.9	56.4		32.0	43.3	54.6
	EXEC. V.P.				$ 38.5			
	NO IN POSITION: 6							
$ 761.3	WEIGHTED GROUP AVG:	$ 73.6	$ 17.8	$ 91.4	$ 38.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	C.O.O.	$175.0	$ 52.5	$227.5				
AND BELOW	C.O.O.	91.0	0.0	91.0		$ 48.0	$ 72.0	$ 96.0
	CEO/PRESIDENT				$ 80.6			
	BOARD OF DIR.	75.0	10.0	85.0				
	CEO/PRESIDENT	70.0	0.0	70.0				
	SENIOR V.P.				67.3	50.0	70.0	90.0
	C.O.O.	64.1	5.0	69.1				
	EXEC. V.P.	62.4	0.0	62.4				
	C.O.O.				59.0			
	GROUP EXEC.	55.0	13.0	68.0				
		53.3	0.0	53.3				
	VICE PRESIDENT				50.5			
	CEO/PRESIDENT				48.7			
	BOARD OF DIR.	48.7	4.0	52.7				
					43.5			
	CEO/PRESIDENT	33.5	3.0	36.5		31.0	35.5	40.0
	NO IN POSITION: 17							
$ 270.0	WEIGHTED GROUP AVG:	$ 69.2	$ 8.3	$ 77.5	$ 58.3			
	NO IN POSITION: 47							
$ 2679.6	POSITION AVERAGE:	$ 83.9	$ 21.4	$105.3	$ 59.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 15: TOP CONSTRUCT.& MAINT. EXEC. W/O RE



	BonCoBase	TC
Coeff. Det.	.55	.57
Std. Error	1.25	1.29

	BonCoBase	TC
Slope	.21394	.22760
Y-Int	1.25324	1.26921

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
NUMBER OF STORES	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
100 AND ABOVE	EXEC. V.P.	$142.5	$ 42.8	$185.3				
	EXEC. V.P.	122.9	44.7	167.6		$ 96.4	$120.1	
	SENIOR V.P.	121.1	22.6	143.7		101.0	126.3	151.5
	CEO/PRESIDENT	121.0	112.6	233.6				
	C.O.O.	121.0	34.7	155.7				
	VICE PRESIDENT	115.0	30.0	145.0				
	SENIOR V.P.	9[illegible].5	28.4	126.9				
	SENIOR V.P.	92.7	36.3	129.0				
	EXEC. V.P.	75.5	14.6	90.1				
	CEO/PRESIDENT	70.7	10.9	81.6		53.4	66.8	80.1
	CEO/PRESIDENT	64.0	15.0	79.0		60.0	62.0	64.0
	VICE PRESIDENT	63.7	50.7	114.4		46.4	60.3	74.3
	NO IN POSITION:	15						
278.8	WEIGHTED GROUP AVG:	$ 97.2	$ 37.8	$135.0				

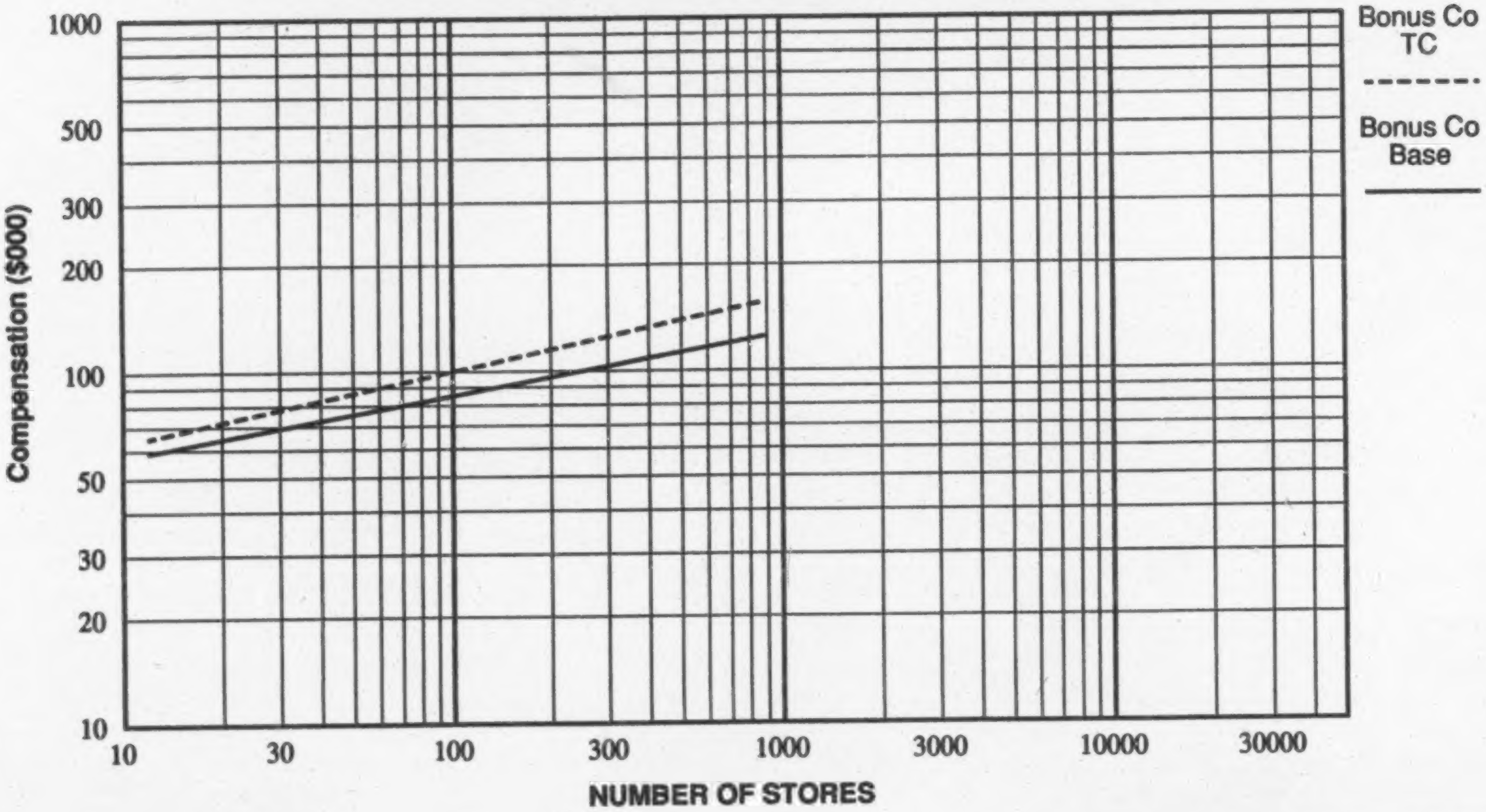
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
99	GROUP EXEC.	$ 97.7	$ 0.0	$ 97.7				
TO	SENIOR V.P.	90.6	13.8	104.4		$ 65.4	$ 81.8	$ 98.2
50	BOARD OF DIR.	84.5	9.5	94.0				
	CEO/PRESIDENT				$ 80.6			
		80.0	5.2	85.2		62.2	79.0	95.8
	SENIOR V.P.				76.0	67.6	84.5	101.4
	VICE PRESIDENT	73.0	7.3	80.3				
	SENIOR V.P.				71.5			
	VICE PRESIDENT	68.2	20.0	88.2		63.4	77.7	91.9
	EXEC. V.P.	62.4	0.0	62.4				
	EXEC. V.P.				38.5			
	NO IN POSITION: 11							
68.5	WEIGHTED GROUP AVG:	$ 79.5	$ 8.0	$ 87.5	$ 66.7			
49	C.O.O.	$175.0	$ 52.5	$227.5				
AND BELOW	SENIOR V.P.	95.0	42.0	137.0		$ 64.2	$ 83.5	$102.8
	C.O.O.	91.0	0.0	91.0		48.0	72.0	96.0
	BOARD OF DIR.	75.0	10.0	85.0				
	C.O.O.	72.7	12.5	85.2				
	CEO/PRESIDENT	70.0	0.0	70.0				
	SENIOR V.P.				$ 67.3	50.0	70.0	90.0
	C.O.O.	64.1	5.0	69.1				
	C.O.O.				59.0			
	GROUP EXEC.	55.0	13.0	68.0				
	VICE PRESIDENT				50.5			
	BOARD OF DIR.	48.7	4.0	52.7				
	CEO/PRESIDENT				48.7			
					43.5			
	NO IN POSITION: 14							
21.4	WEIGHTED GROUP AVG:	$ 82.9	$ 15.5	$ 98.4	$ 53.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$ 93.0	$ 0.0	$ 93.0				
	EXEC. V.P.	86.7	30.0	116.7				
	VICE PRESIDENT	78.0	8.0	86.0		$ 64.0	$ 83.1	$102.2
		53.3	0.0	53.3				
	VICE PRESIDENT	49.5	6.9	56.4		32.0	43.3	54.6
	CEO/PRESIDENT	33.5	3.0	36.5		31.0	35.5	40.0
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 61.1	$ 7.2	$ 68.3				
	NO IN POSITION: 47							
130.9	POSITION AVERAGE:	$ 83.9	$ 21.4	$105.3	$ 59.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 15: TOP CONSTRUCT.& MAINT. EXEC. W/O RE



	BonCoBase	TC
Coeff. Det.	.44	.59
Std. Error	1.24	1.22

	BonCoBase	TC
Slope	.17484	.20437
Y-Int	1.58054	1.59113

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	EXEC. V.P.	$160.0	$ 0.0	$160.0		$138.0	$172.5	
	EXEC. V.P.	141.0	25.0	166.0				
	CEO/PRESIDENT	125.0	35.9	160.9				
	SENIOR V.P.	118.9	67.7	186.6				
	BOARD OF DIR.	111.0	27.6	138.6		98.4	123.0	147.6
	SENIOR V.P.	110.1	14.6	124.7		75.6	94.9	113.4
	SENIOR V.P.	110.0	22.0	132.0				
	SENIOR V.P.	110.0	105.0	215.0				
	EXEC. V.P.	105.0	40.0	145.0				
	CEO/PRESIDENT	92.0	5.0	97.0				
	SENIOR V.P.	80.1	63.7	143.8		53.3	69.3	85.3
	VICE PRESIDENT	71.8	11.7	83.5				
	CEO/PRESIDENT	70.2	0.0	70.2				
	NO IN POSITION: 16							
$ 8168.6	WEIGHTED GROUP AVG:	$109.6	$ 35.5	$145.1				

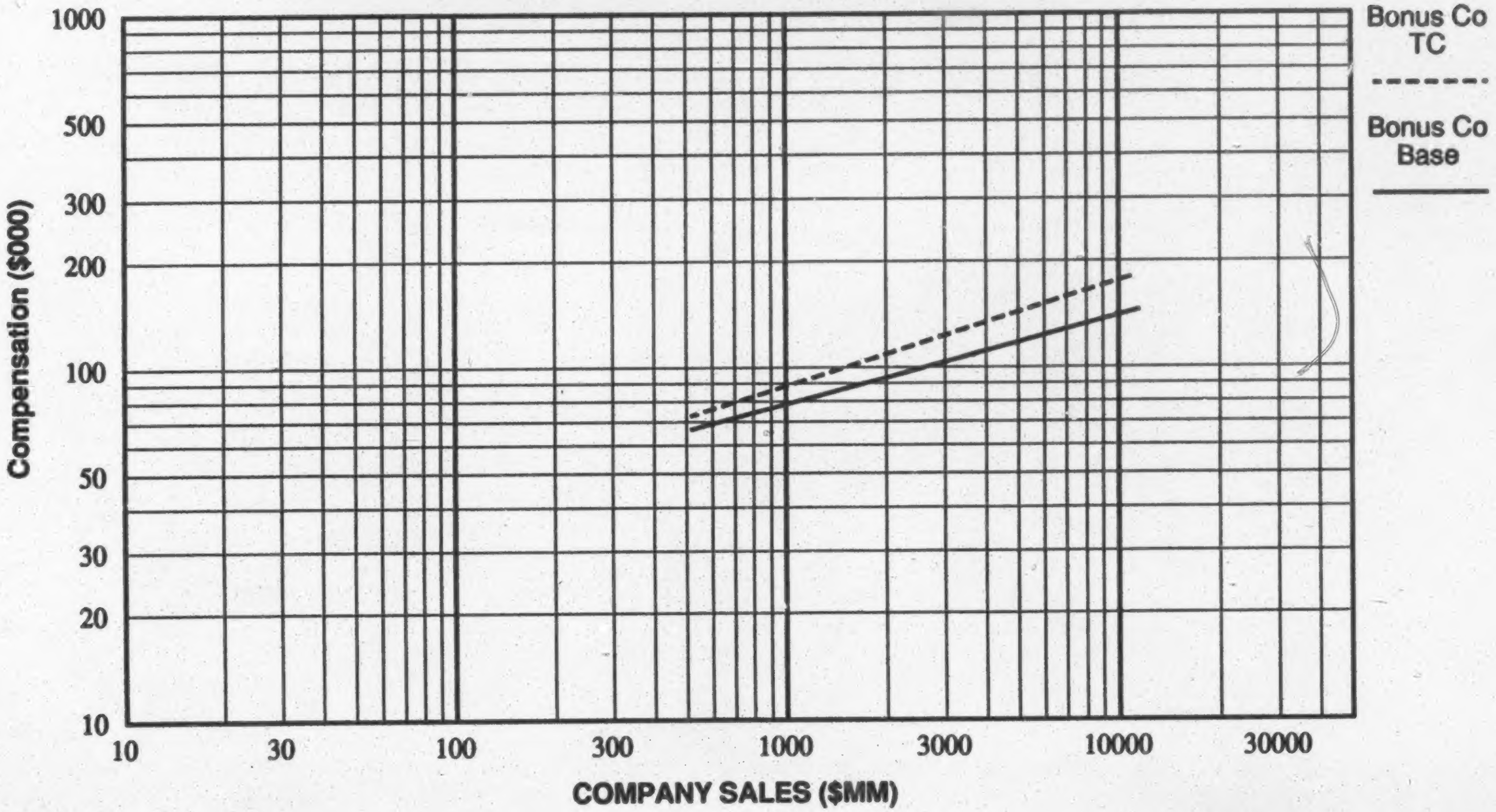
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $1000.0	CEO/PRESIDENT	$190.0	$ 58.0	$248.0				
	EXEC. V.P.	117.5	0.0	117.5				
	EXEC. V.P.				$105.5			
	VICE PRESIDENT	101.5	9.7	111.2				
	SENIOR V.P.	90.0	20.3	110.3		$ 69.9	$ 93.2	$116.5
	EXEC. V.P.	83.5	0.0	83.5		81.2	101.1	121.0
	VICE PRESIDENT	83.2	8.0	91.2		64.0	83.1	102.2
	SENIOR V.P.	82.9	13.5	96.4				
		81.9	5.3	87.2		57.3	72.5	87.6
	EXEC. V.P.	80.7	15.0	95.7				
	SENIOR V.P.				75.0			
	EXEC. V.P.	74.0	21.4	95.4				
	CEO/PRESIDENT	70.0	10.0	80.0		65.0	68.0	70.0
	SENIOR V.P.				62.0			
	SENIOR V.P.				60.0	46.4	56.8	67.2
	NO IN POSITION:	15						
$ 1407.0	WEIGHTED GROUP AVG:	$ 95.9	$ 14.7	$110.6	$ 75.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	SENIOR V.P.	$104.0	$ 47.0	$151.0				
	BOARD OF DIR.	84.5	1.5	86.0				
	CEO/PRESIDENT	83.2	0.0	83.2		$ 48.0	$ 72.0	$ 96.0
	CEO/PRESIDENT	83.2	0.0	83.2				
	EXEC. V.P.	75.5	0.0	75.5		54.9	68.6	82.4
	CEO/PRESIDENT	72.3	11.2	83.5		53.4	66.8	80.1
		70.0	5.0	75.0				
	CEO/PRESIDENT				$ 66.3			
	CEO/PRESIDENT	61.8	6.3	68.1		32.0	43.3	54.6
	VICE PRESIDENT	61.5	18.1	79.6		50.0	61.3	72.5
	C.O.O.				58.0			
	VICE PRESIDENT				47.5			
	NO IN POSITION: 12							
$ 610.7	WEIGHTED GROUP AVG:	$ 77.3	$ 9.9	$ 87.2	$ 57.3			
	NO IN POSITION: 43							
$ 3700.7	POSITION AVERAGE:	$ 97.3	$ 22.8	$120.1	$ 67.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 16: TOP REAL ESTATE EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.64	.77
Std. Error	1.16	1.17

	BonCoBase	TC
Slope	.25029	.29797
Y-Int	1.14431	1.05398

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
100 AND ABOVE	CEO/PRESIDENT	$190.0	$ 58.0	$248.0				
	EXEC. V.P.	160.0	0.0	160.0		$138.0	$172.5	
	CEO/PRESIDENT	125.0	35.9	160.9				
	SENIOR V.P.	118.9	67.7	186.6				
	SENIOR V.P.	110.1	14.6	124.7		75.6	94.9	113.4
	SENIOR V.P.	110.0	105.0	215.0				
	SENIOR V.P.	110.0	22.0	132.0				
	EXEC. V.P.				$105.5			
	SENIOR V.P.	80.1	63.7	143.8		53.3	69.3	85.3
	EXEC. V.P.	74.0	21.4	95.4				
	CEO/PRESIDENT	72.3	11.2	83.5		53.4	66.8	80.1
	VICE PRESIDENT	71.8	11.7	83.5				
	CEO/PRESIDENT	70.0	10.0	80.0		65.0	68.0	70.0
	NO IN POSITION:	16						
308.4	WEIGHTED GROUP AVG:	$109.3	$ 38.1	$147.4	$105.5			

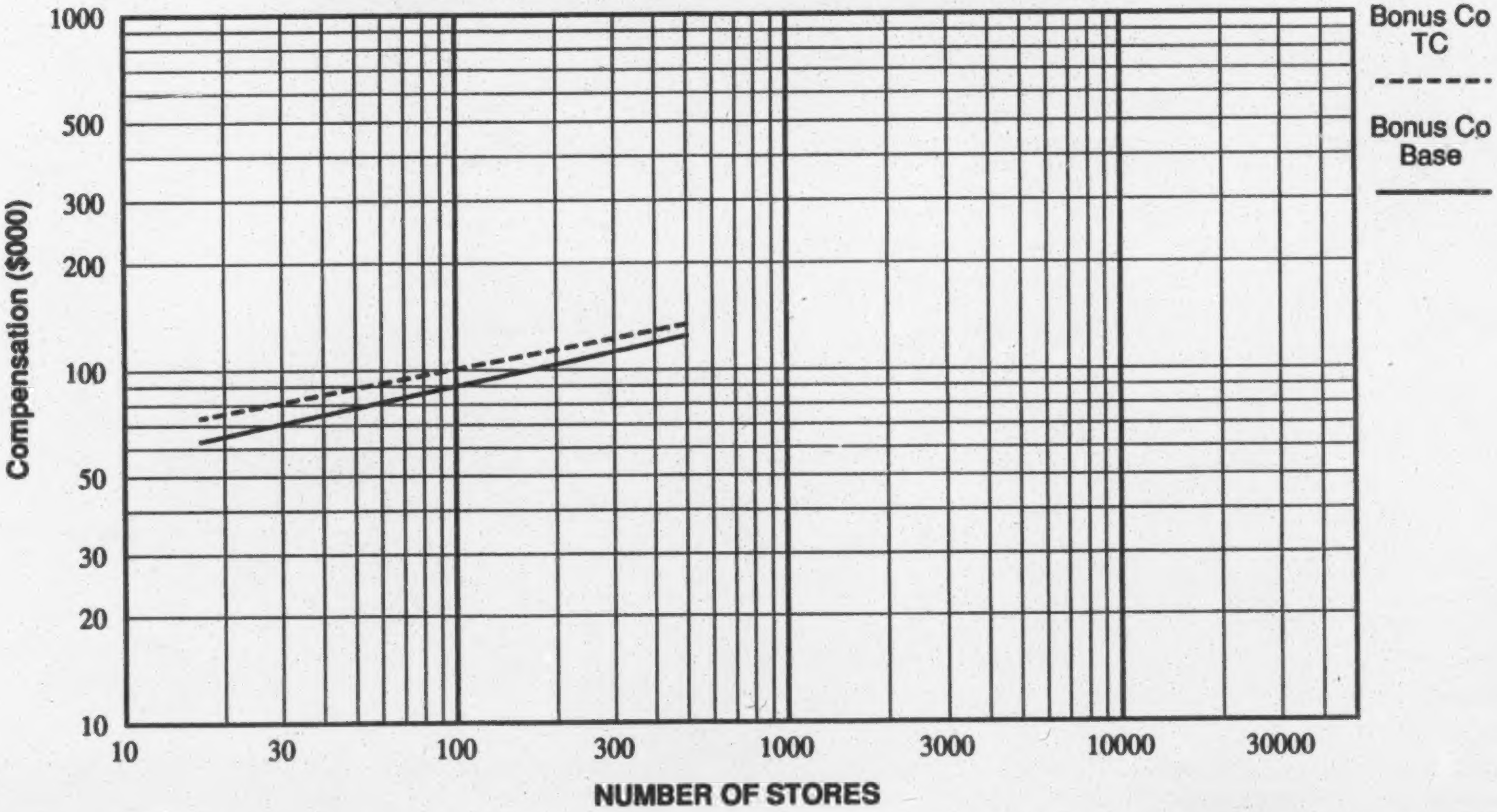
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99	EXEC. V.P.	$117.5	$ 0.0	$117.5				
TO	VICE PRESIDENT	101.5	9.7	111.2				
50	BOARD OF DIR.	84.5	1.5	86.0				
	EXEC. V.P.	83.5	0.0	83.5		$ 81.2	$101.1	$121.0
	CEO/PRESIDENT	83.2	0.0	83.2				
	SENIOR V.P.	82.9	13.5	96.4				
		81.9	5.3	87.2		57.3	72.5	87.6
		70.0	5.0	75.0				
	CEO/PRESIDENT				$ 66.3			
	SENIOR V.P.				62.0			
	VICE PRESIDENT	61.5	18.1	79.6		50.0	61.3	72.5
	SENIOR V.P.				60.0	46.4	56.8	67.2
	C.O.O.				58.0			
	NO IN POSITION: 13							
69.6	WEIGHTED GROUP AVG:	$ 85.2	$ 5.9	$ 91.1	$ 61.6			
49	SENIOR V.P.	$104.0	$ 47.0	$151.0				
AND BELOW	CEO/PRESIDENT	92.0	5.0	97.0				
	CEO/PRESIDENT	83.2	0.0	83.2		$ 48.0	$ 72.0	$ 96.0
	EXEC. V.P.	80.7	15.0	95.7				
	EXEC. V.P.	75.5	0.0	75.5		54.9	68.6	82.4
	VICE PRESIDENT				$ 47.5			
	NO IN POSITION: 6							
26.8	WEIGHTED GROUP AVG:	$ 87.1	$ 13.4	$100.5	$ 47.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
NO SCOPE REPORTED	EXEC. V.P.	$141.0	$ 25.0	$166.0				
	BOARD OF DIR.	111.0	27.6	138.6		$ 98.4	$123.0	$147.6
	EXEC. V.P.	105.0	40.0	145.0				
	SENIOR V.P.	90.0	20.3	110.3		69.9	93.2	116.5
	VICE PRESIDENT	83.2	8.0	91.2		64.0	83.1	102.2
	SENIOR V.P.				$ 75.0			
	CEO/PRESIDENT	70.2	0.0	70.2				
	CEO/PRESIDENT	61.8	6.3	68.1		32.0	43.3	54.6
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 94.6	$ 18.2	$112.8	$ 75.0			
	NO IN POSITION: 43							
171.5	POSITION AVERAGE:	$ 97.3	$ 22.8	$120.1	$ 67.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 16: TOP REAL ESTATE EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.42	.32
Std. Error	1.20	1.27

	BonCoBase	TC
Slope	.20258	.17911
Y-Int	1.54948	1.64454

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	VICE PRESIDENT	$112.5	$ 12.5	$125.0				
	SENIOR V.P.	97.0	9.7	106.7				
	VICE PRESIDENT	89.3	13.8	103.1		$ 85.6	$107.0	$128.4
	SENIOR V.P.	89.2	65.5	154.7				
	C.O.O.	87.0	8.0	95.0				
	SENIOR V.P.	78.8	4.6	83.4		63.6	79.5	
	EXEC. V.P.	78.0	20.7	98.7		51.0	63.8	76.6
	EXEC. V.P.	70.0	13.8	83.8		57.2	71.5	85.8
	SENIOR V.P.				$ 65.9	49.9	63.6	78.0
	VICE PRESIDENT	65.8	14.3	80.1		53.6	66.6	79.8
	VICE PRESIDENT	65.0	10.6	75.6				
	VICE PRESIDENT	58.2	17.0	75.2				
	NO IN POSITION: 12							
$ 6109.6	WEIGHTED GROUP AVG:	$ 81.0	$ 17.3	$ 98.3	$ 65.9			

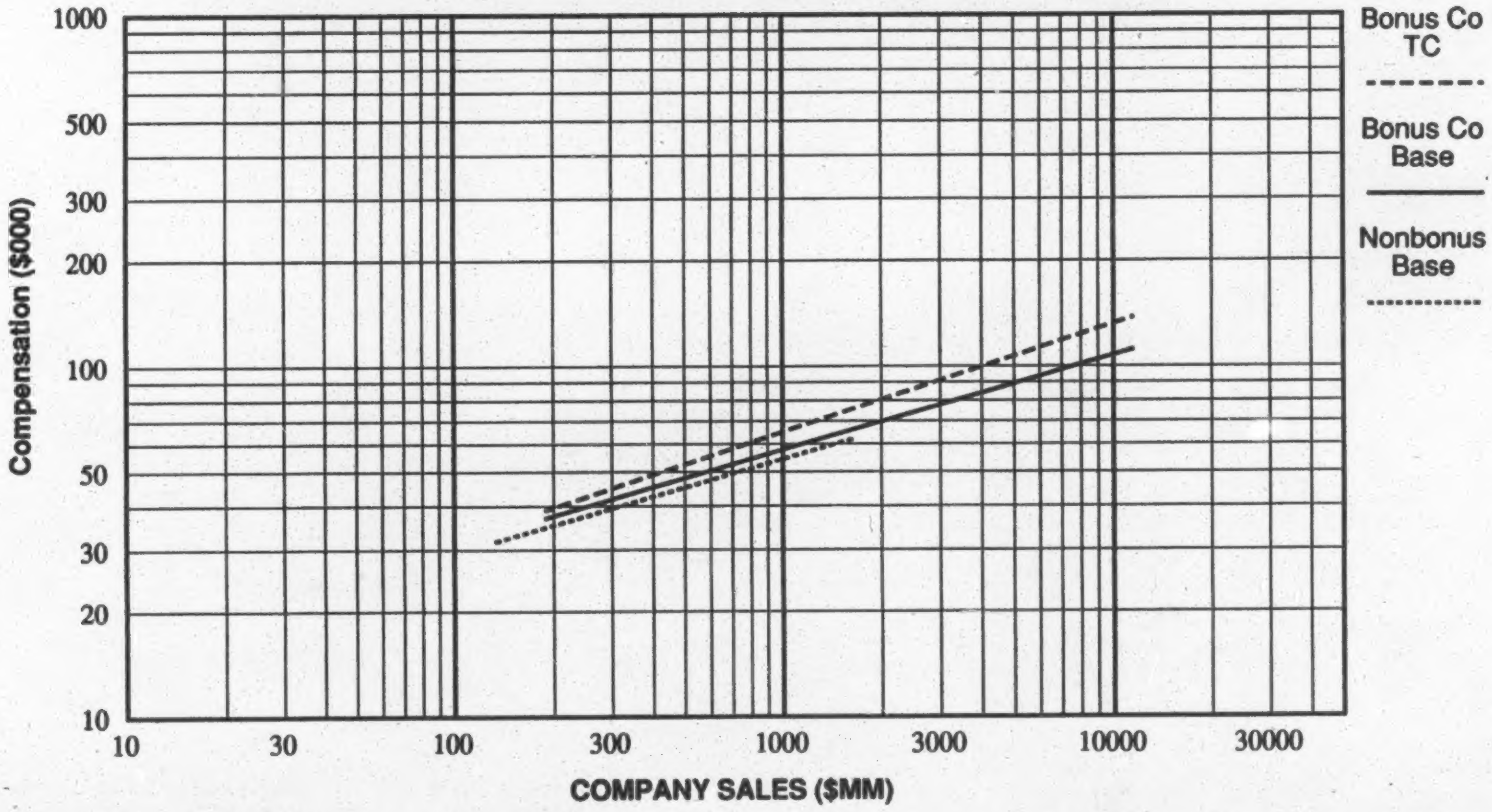
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2499.9	CEO/PRESIDENT	$ 81.8	$ 12.2	$ 94.0		$ 60.4	$ 75.7	$ 90.8
TO	CEO/PRESIDENT	80.0	21.8	101.8		58.7	71.1	84.6
$1000.0	SENIOR V.P.				$ 74.6	55.7	69.6	83.5
	VICE PRESIDENT				70.7	44.5	57.9	71.2
	CEO/PRESIDENT	67.9	6.7	74.6				
	GROUP EXEC.	59.3	0.0	59.3				
	EXEC. V.P.				57.8			
		56.5	3.7	60.2		47.2	59.2	71.2
	VICE PRESIDENT				51.0			
	DIV. V.P./MGR.	50.0	10.0	60.0		45.0	48.0	50.0
	SENIOR V.P.	44.5	0.0	44.5		49.1	60.4	71.7
	VICE PRESIDENT				41.[illegible]			
	NO IN POSITION: 12							
$ 1202.8	WEIGHTED GROUP AVG:	$ 62.9	$ 7.7	$ 70.6	$ 59.0			
$999.9	CEO/PRESIDENT	$ 72.8	$ 10.7	$ 83.5		$ 53.4	$ 66.8	$ 80.1
TO	EXEC. V.P.	61.6	2.3	63.9				
$500.0	SENIOR V.P.				$ 57.2			
	SENIOR V.P.	56.9	0.0	56.9		51.3	64.1	77.0
	VICE PRESIDENT	56.8	9.9	66.7		51.0	63.0	75.0
	VICE PRESIDENT				55.0	50.0	61.3	72.5
	SENIOR V.P.	53.0	6.6	59.6		40.0	51.2	62.4
	CEO/PRESIDENT	43.2	12.9	56.1		33.1	42.0	51.0
	VICE PRESIDENT	34.8	3.0	37.8		26.3	32.4	38.5
	GROUP EXEC.				34.0			
	NO IN POSITION: 10							
$ 752.6	WEIGHTED GROUP AVG:	$ 54.2	$ 6.4	$ 60.6	$ 48.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$ 97.8	$ 0.0	$ 97.8		$ 48.0	$ 72.0	$ 96.0
	VICE PRESIDENT	67.4	16.8	84.2				
	SENIOR V.P.				$ 53.8	50.0	70.0	90.0
	EXEC. V.P.	50.7	0.0	50.7				
	C.O.O.	49.0	13.0	62.0				
	CEO/PRESIDENT				44.2			
	ASST. V.P./DIR				42.5			
		40.3	0.0	40.3				
	CEO/PRESIDENT	38.7	1.5	40.2				
	C.O.O.				37.7			
					36.5			
	CEO/PRESIDENT				33.7			
	VICE PRESIDENT				31.1			
	CEO/PRESIDENT	30.0	2.3	32.3				
	VICE PRESIDENT				28.6			
	NO IN POSITION:	15						
$ 260.4	WEIGHTED GROUP AVG:	$ 53.4	$ 4.8	$ 58.2	$ 38.5			
	NO IN POSITION:	49						
$ 2024.1	POSITION AVERAGE:	$ 65.1	$ 10.1	$ 75.2	$ 48.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 17: TOP SECURITY/LOSS PREVENTION EXEC.



	BonCoBase	TC	Nonbonus
Coeff. Det.	.72	.70	.60
Std. Error	1.20	1.24	1.21

	BonCoBase	TC	Nonbonus
Slope	.26936	.30769	.26885
Y-Int	0.95430	0.89007	0.92778

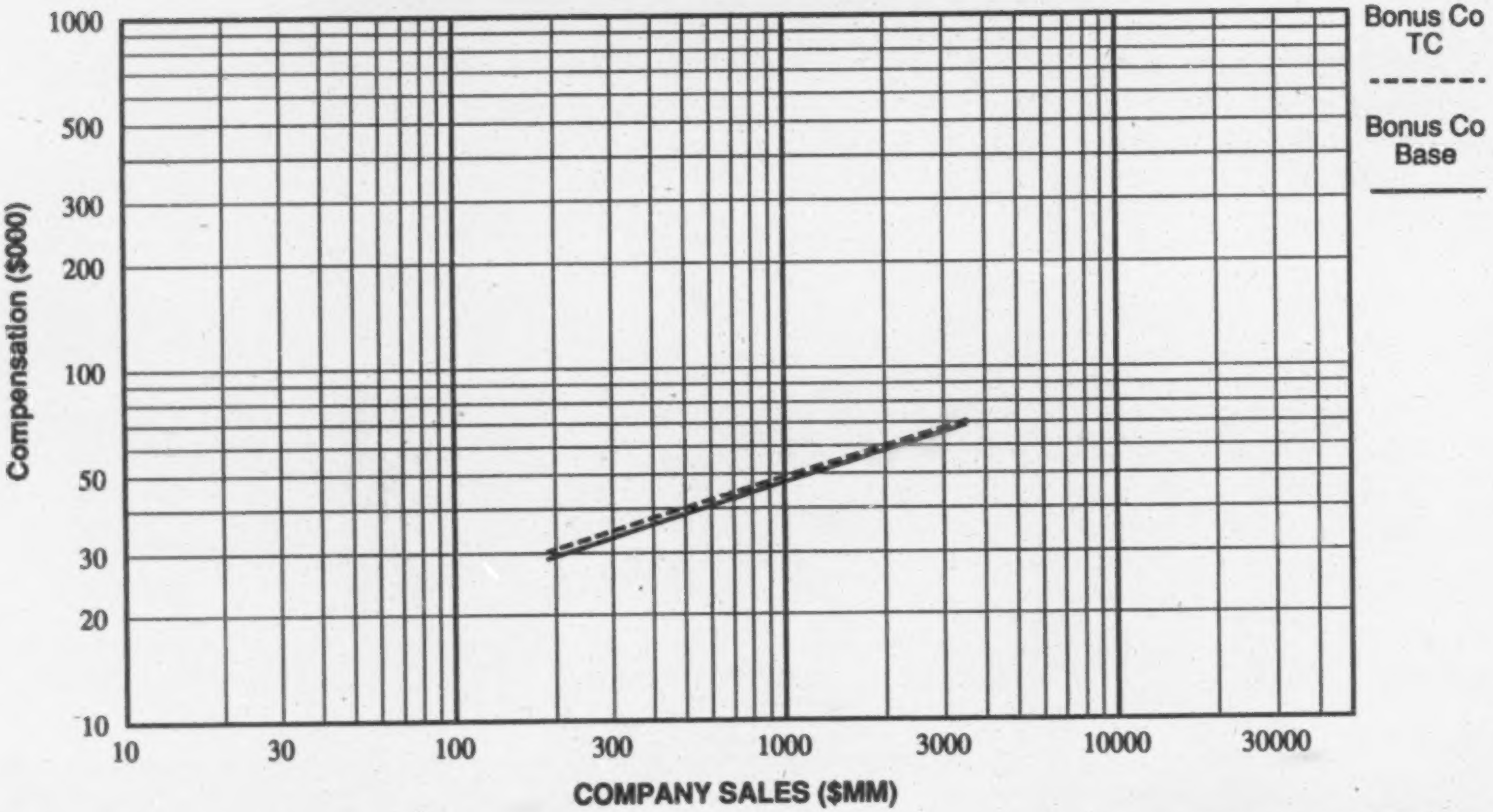
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	SENIOR V.P.	$124.0	$ 10.0	$134.0				
	C.O.O.	90.8	78.0	168.8				
	VICE PRESIDENT	59.8	3.3	63.1				
	GROUP EXEC.				$ 49.1	$ 41.1	$ 51.6	$ 62.1
	VICE PRESIDENT	48.3	4.9	53.2		45.6	55.8	65.9
	C.O.O.	43.7	5.0	48.7				
		43.6	2.8	46.4		29.6	37.1	44.4
	ASST. V.P./DIR	43.4	3.6	47.0				
	VICE PRESIDENT	37.0	4.2	41.2				
	NO IN POSITION: 9							
$ 3595.6	WEIGHTED GROUP AVG:	$ 61.3	$ 14.0	$ 75.3	$ 49.1			
$999.9 AND BELOW	VICE PRESIDENT				$ 50.5	$ 32.0	$ 43.0	$ 54.0
	VICE PRESIDENT	$ 47.3	$ 2.0	$ 49.3		37.0	46.3	55.6
	VICE PRESIDENT				44.7	40.2	49.3	58.3
	EXEC. V.P.	42.6	1.0	43.6				
	VICE PRESIDENT				40.4	37.7	45.1	52.6
		32.0	0.0	32.0				
	CEO/PRESIDENT	29.0	1.8	30.8				
	NO IN POSITION: 7							
$ 530.5	WEIGHTED GROUP AVG:	$ 37.7	$ 1.2	$ 38.9	$ 45.2			
	NO IN POSITION: 16							
$ 2254.6	POSITION AVERAGE:	$ 53.5	$ 9.7	$ 63.2	$ 46.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 18: TOP SANITATION EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.76	.80
Std. Error	1.25	1.21

	BonCoBase	TC
Slope	.29794	.28868
Y-Int	0.78159	0.82482

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	C.O.O.	$285.0	$ 81.8	$366.8		$ 78.0	$ 93.8	$109.6
	CEO/PRESIDENT	269.0	105.8	374.8		187.9	234.8	281.8
	CEO/PRESIDENT	255.0	76.5	331.5		168.1	210.0	252.2
	CEO/PRESIDENT	242.3	77.1	319.4		169.2	211.5	253.8
	C.O.O.	206.0	115.6	321.6		196.9	246.1	
	SENIOR V.P.	186.0	35.0	221.0				
	EXEC. V.P.	175.0	87.5	262.5				
	C.O.O.	145.0	9.2	154.2		170.8	226.5	282.2
	CEO/PRESIDENT	133.0	94.5	227.5		185.3	248.2	311.2
	CEO/PRESIDENT	121.0	233.6	354.6				
	VICE PRESIDENT	116.5	33.6	150.1				
	CEO/PRESIDENT	112.0	22.7	134.7				
	CEO/PRESIDENT	106.0	0.0	106.0				
	NO IN POSITION: 13							
$ 5681.3	WEIGHTED GROUP AVG:	$180.9	$ 74.8	$255.7				

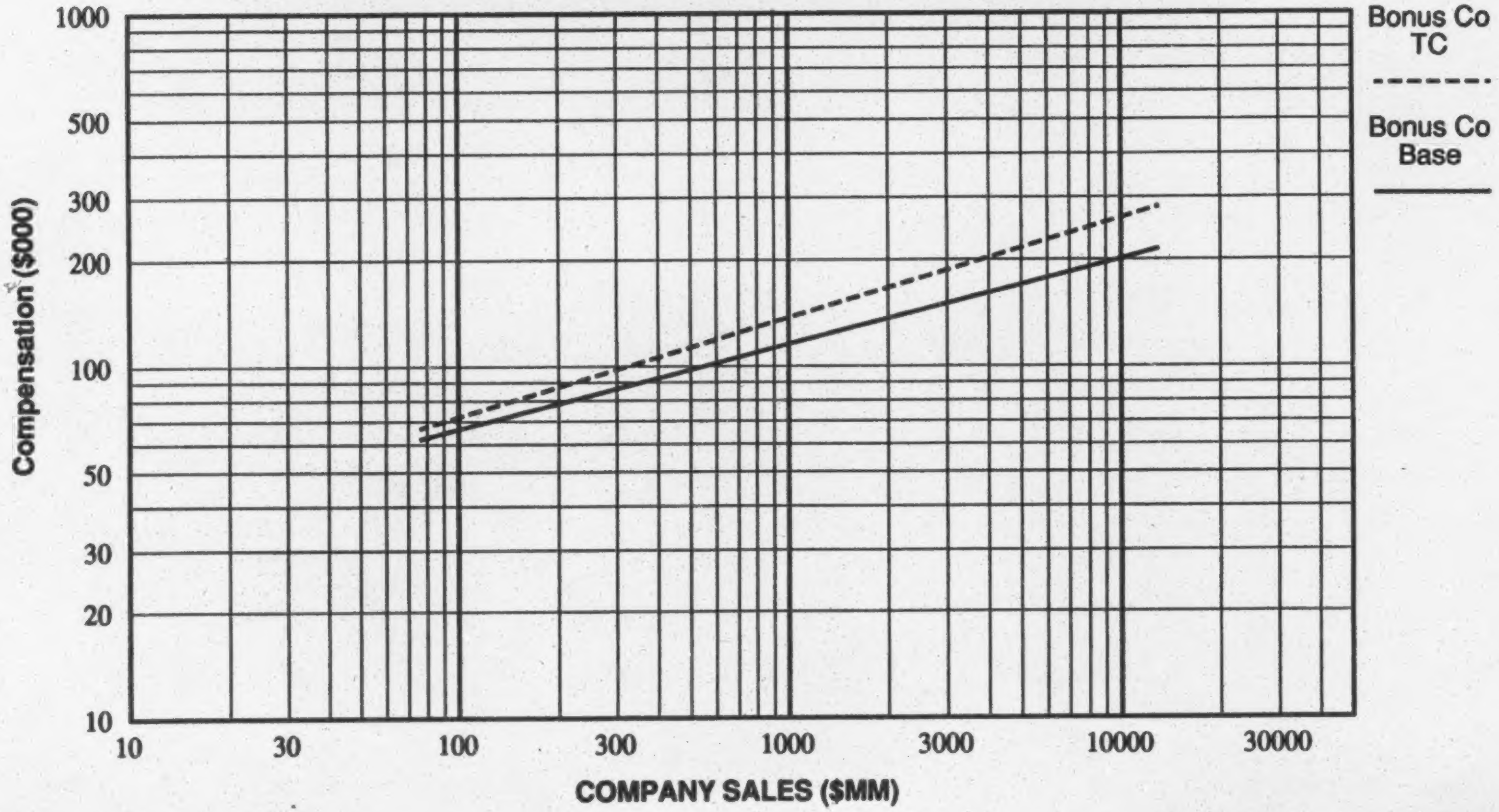
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $1000.0	CEO/PRESIDENT				$260.0			
	CEO/PRESIDENT	$180.0	$ 87.3	$267.3				
	VICE PRESIDENT	150.0	41.0	191.0				
	C.O.O.	149.0	55.7	204.7				
	EXEC. V.P.	140.0	0.0	140.0		$126.5	$158.1	$189.7
	CEO/PRESIDENT	128.8	15.0	143.8				
		125.0	8.1	133.1		60.2	77.3	94.0
	EXEC. V.P.	120.0	60.0	180.0				
	CEO/PRESIDENT	115.5	19.5	135.0		110.0	115.5	125.0
	DIV. V.P./MGR.	110.0	16.0	126.0				
	C.O.O.	103.9	45.0	148.9				
	VICE PRESIDENT				100.0	114.8	143.4	172.1
	NO IN POSITION: 12							
$ 1417.7	WEIGHTED GROUP AVG:	$132.2	$ 34.8	$167.0	$180.0			
$999.9 TO $500.0	CEO/PRESIDENT	$165.0	$ 63.7	$228.7				
	CEO/PRESIDENT	116.0	52.5	168.5		$ 77.7	$101.0	$124.3
	CEO/PRESIDENT	108.8	28.8	137.6		82.7	103.4	124.0
	CEO/PRESIDENT	100.0	0.0	100.0		94.3	117.9	141.5
	C.O.O.	93.0	28.7	121.7		112.5	145.7	178.5
	C.O.O.	79.0	39.3	118.3		63.4	77.7	91.9
	C.O.O.				$ 73.5			
	BOARD OF DIR.	45.0	5.0	50.0				
	NO IN POSITION: 8							
$ 702.5	WEIGHTED GROUP AVG:	$101.0	$ 31.1	$132.1	$ 73.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	CEO/PRESIDENT	$207.0	$160.9	$367.9				
	CEO/PRESIDENT	195.0	80.0	275.0				
	C.O.O.	192.1	0.0	192.1				
	C.O.O.	183.7	55.1	238.8				
	BOARD OF DIR.				$120.0			
	CEO/PRESIDENT	104.0	21.0	125.0				
	CEO/PRESIDENT				104.0			
					100.0			
	CEO/PRESIDENT	96.5	0.0	96.5				
	C.O.O.	90.0	10.0	100.0		$ 80.0	$ 90.0	$100.0
	CEO/PRESIDENT	89.2	12.0	101.2				
	CEO/PRESIDENT	83.2	0.0	83.2				
	C.O.O.	82.0	6.5	88.5				
		81.1	0.0	81.1				
	C.O.O.				75.9			
	BOARD OF DIR.	72.5	6.0	78.5				
	CEO/PRESIDENT	64.9	11.9	76.8		54.5	68.1	81.7
	CEO/PRESIDENT	59.1	8.0	67.1				
	CEO/PRESIDENT	54.5	6.5	61.0				
	NO IN POSITION:	20						
$ 246.4	WEIGHTED GROUP AVG:	$107.1	$ 24.1	$131.2	$100.0			
	NO IN POSITION:	53						
$ 1913.5	POSITION AVERAGE:	$132.5	$ 41.8	$174.3	$119.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 19: TOP MERCHANDISING & PROCUREMENT



	BonCoBase	TC
Coeff. Det.	.55	.58
Std. Error	1.33	1.38

	BonCoBase	TC
Slope	.24051	.28057
Y-Int	1.34077	1.29605

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio, and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$146.1	$ 43.6	$189.7				
	SENIOR V.P.	131.3	37.7	169.0				
	C.O.O.	110.7	34.0	144.7				
	SENIOR V.P.	107.1	38.3	145.4		$ 80.4	$100.5	
	SENIOR V.P.	105.0	31.5	136.5				
	VICE PRESIDENT	103.7	15.0	118.7				
	CEO/PRESIDENT	102.9	141.9	244.8				
	EXEC. V.P.	95.0	25.0	120.0				
	VICE PRESIDENT	94.5	27.3	121.8				
		87.7	12.7	100.4		67.5	84.4	101.3
	SENIOR V.P.	85.0	8.5	93.5				
	CEO/PRESIDENT	80.0	15.0	95.0				
	VICE PRESIDENT	69.4	55.2	124.6		46.4	60.3	74.3
	VICE PRESIDENT	67.7	0.0	67.7				
	GROUP EXEC.	64.2	11.2	75.4		56.9	70.8	84.8
	NO IN POSITION:	15						
$ 5920.5	WEIGHTED GROUP AVG:	$ 96.7	$ 33.1	$129.8				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

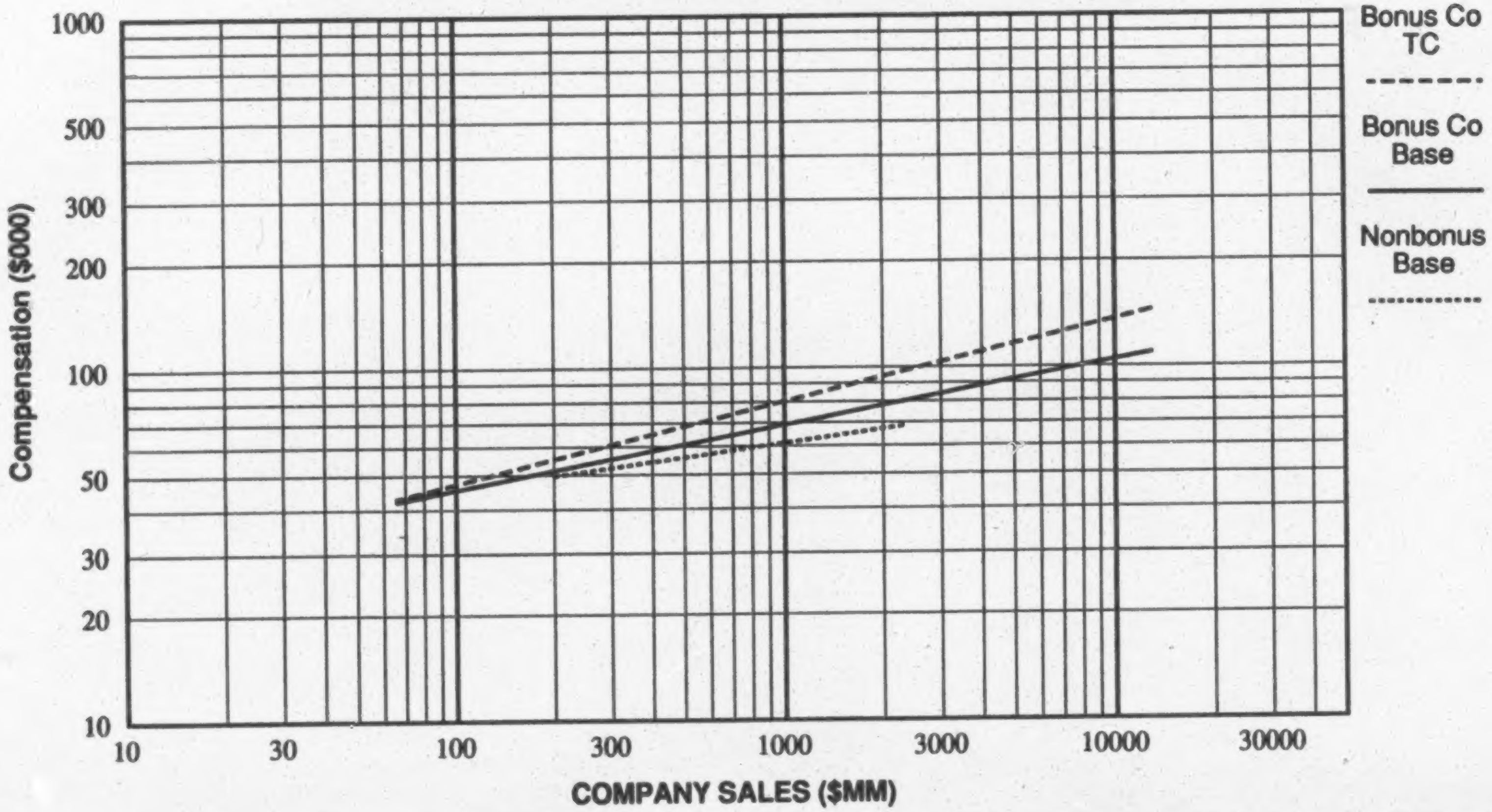
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $1000.0	SENIOR V.P.	$ 93.5	$ 15.6	$109.1		$ 65.4	$ 81.8	$ 98.2
		90.0	6.3	96.3		47.2	59.2	71.2
	GROUP EXEC.	88.9	0.0	88.9		65.2	81.5	92.8
	DIV. V.P./MGR.				$ 78.5	68.3	87.1	105.9
	SENIOR V.P.				78.2			
	VICE PRESIDENT	75.0	14.0	89.0		58.7	71.1	84.6
	VICE PRESIDENT	73.5	11.0	84.5				
	EXEC. V.P.	73.0	13.5	86.5		61.8	82.4	103.0
	EXEC. V.P.	70.0	13.0	83.0				
	VICE PRESIDENT	69.5	0.0	69.5		67.7	83.9	100.2
		65.0	15.0	80.0		61.2	65.0	80.0
	VICE PRESIDENT				63.1			
	VICE PRESIDENT				61.5	60.4	74.0	87.6
	VICE PRESIDENT				57.2	44.5	57.9	71.2
	NO IN POSITION:	14						
$ 1427.6	WEIGHTED GROUP AVG:	$ 77.6	$ 9.8	$ 87.4	$ 67.7			
$999.9 TO $500.0	VICE PRESIDENT	$ 71.8	$ 11.1	$ 82.9		$ 53.4	$ 66.8	$ 80.1
	VICE PRESIDENT	71.2	32.9	104.1		63.4	77.7	91.9
	EXEC. V.P.	70.2	0.8	71.0				
	VICE PRESIDENT	67.0	13.4	80.4		56.3	69.6	83.1
	BOARD OF DIR.	60.0	4.0	64.0				
	VICE PRESIDENT	53.5	26.1	79.6		46.5	59.4	72.3
	C.O.O.				$ 48.1			
	VICE PRESIDENT	42.9	7.2	50.1		32.0	43.3	54.6
	VICE PRESIDENT	40.5	4.6	45.1		30.5	38.9	47.4
	NO IN POSITION:	9						
$ 767.2	WEIGHTED GROUP AVG:	$ 59.6	$ 12.6	$ 72.2	$ 48.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	VICE PRESIDENT	$105.0	$ 26.3	$131.3				
	CEO/PRESIDENT				$ 78.0			
	CEO/PRESIDENT	74.0	10.0	84.0				
	CEO/PRESIDENT	69.6	0.0	69.6				
	BOARD OF DIR.	61.7	5.0	66.7				
	SENIOR V.P.	59.0	0.0	59.0		$ 48.0	$ 72.0	$ 96.0
					57.3			
	VICE PRESIDENT	56.2	11.3	67.5		42.2	52.8	63.4
	C.O.O.	52.0	5.0	57.0				
	VICE PRESIDENT				50.0			
	EXEC. V.P.	49.9	0.5	50.4		36.4	43.9	51.4
	SENIOR V.P.				48.7	50.0	70.0	90.0
	EXEC. V.P.	47.9	5.0	52.9				
	C.O.O.	42.0	0.0	42.0				
	CEO/PRESIDENT	31.5	2.0	33.5				
	NO IN POSITION: 15							
$ 292.7	WEIGHTED GROUP AVG:	$ 59.0	$ 5.9	$ 64.9	$ 58.5			

	NO IN POSITION: 53				
$ 2265.8	POSITION AVERAGE:	$ 76.2	$ 17.4	$ 93.6	$ 62.1

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 20: TOP ADVERTISING EXECUTIVE



	BonCoBase	TC	Nonbonus
Coeff. Det.	.57	.60	.41
Std. Error	1.22	1.28	1.16

	BonCoBase	TC	Nonbonus
Slope	.18107	.23027	.13047
Y-Int	1.29421	1.21334	1.39577

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND ABOVE	SENIOR V.P.	$143.0	$ 41.3	$184.3				
	EXEC. V.P.	137.7	25.7	163.4		$119.9	$149.9	$179.9
	EXEC. V.P.	121.8	43.5	165.3		96.1	120.1	
	SENIOR V.P.	115.0	11.5	126.5				
	EXEC. V.P.	110.0	27.2	137.2		90.4	113.0	135.6
	SENIOR V.P.	110.0	21.3	131.3		74.0	92.6	111.1
	SENIOR V.P.	102.2	6.5	108.7		112.5	145.7	178.5
	GROUP EXEC.	92.5	18.5	111.0				
	SENIOR V.P.	92.4	0.0	92.4		83.0	99.9	116.8
	CEO/PRESIDENT				$ 90.0			
	EXEC. V.P.	85.0	0.0	85.0		57.4	70.9	84.4
	VICE PRESIDENT	85.0	67.6	152.6		60.2	79.8	99.4
	GROUP EXEC.	79.2	52.7	131.9		107.7	139.4	170.8
		67.5	22.5	90.0		63.6	65.0	67.5
	VICE PRESIDENT	61.8	5.8	67.6				
	ASST. V.P./DIR				48.1	36.9	48.1	59.3
	NO IN POSITION: 16							
$ 2069.5	WEIGHTED GROUP AVG:	$100.2	$ 24.6	$124.8	$ 69.1			

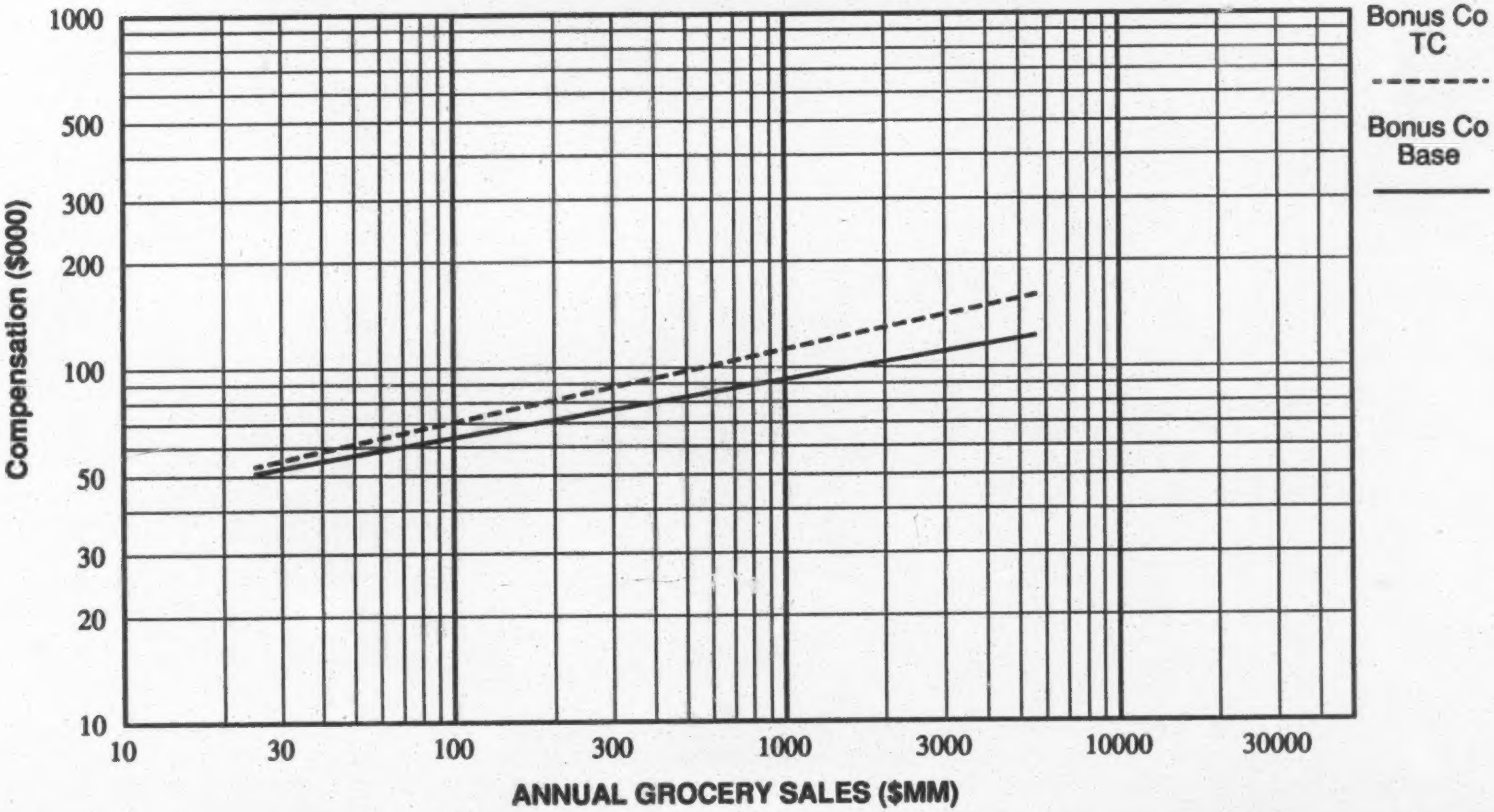
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	C.O.O.	$113.0	$ 21.6	$134.6				
TO	EXEC. V.P.	110.0	37.8	147.8				
$300.0	VICE PRESIDENT	105.0	50.9	155.9				
	EXEC. V.P.	95.0	0.0	95.0		$ 72.0	$ 90.0	$108.0
		95.0	6.2	101.2		60.2	77.3	94.0
	EXEC. V.P.	95.0	27.3	122.3		79.8	106.4	133.0
	VICE PRESIDENT	85.5	15.3	100.8		65.4	81.8	98.2
	VICE PRESIDENT	85.3	18.3	103.6		58.8	73.1	87.5
	EXEC. V.P.	80.0	20.0	100.0				
	VICE PRESIDENT	73.8	11.3	85.1		53.4	66.8	80.1
	VICE PRESIDENT	65.0	0.0	65.0		47.1	56.8	66.4
	C.O.O.				$ 55.9			
	VICE PRESIDENT	54.0	9.1	63.1		50.0	61.3	72.5
	VICE PRESIDENT	48.7	7.2	55.9		32.0	43.3	54.6
	NO IN POSITION: 14							
$ 488.6	WEIGHTED GROUP AVG:	$ 85.0	$ 17.3	$102.3	$ 55.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$299.9 AND BELOW	EXEC. V.P.	$114.5	$ 6.0	$120.5				
	VICE PRESIDENT	97.3	24.3	121.6				
	SENIOR V.P.	93.7	16.7	110.4		$ 70.0	$ 82.5	$ 95.0
		81.1	0.0	81.1				
	VICE PRESIDENT				$ 74.5			
	EXEC. V.P.	73.6	0.0	73.6				
	VICE PRESIDENT	70.6	14.5	85.1		50.2	62.8	75.4
	VICE PRESIDENT				68.5			
	CEO/PRESIDENT	67.0	4.0	71.0				
	GROUP EXEC.	61.7	5.0	66.7				
	C.O.O.				60.0			
	C.O.O.	60.0	15.0	75.0		50.0	60.0	75.0
	SENIOR V.P.	56.0	15.3	71.3				
	VICE PRESIDENT	55.0	5.0	60.0				
	CEO/PRESIDENT	50.9	0.6	51.5				
	C.O.O.	50.0	0.0	50.0				
	CEO/PRESIDENT				36.0	36.0	38.0	40.0
	NO IN POSITION: 17							
$ 105.1	WEIGHTED GROUP AVG:	$ 71.6	$ 8.2	$ 79.8	$ 59.8			
NO SCOPE REPORTED	SENIOR V.P.	$186.0	$ 35.0	$221.0				
	GROUP EXEC.	131.0	0.0	131.0		$ 74.4	$ 93.0	$111.5
	SENIOR V.P.	102.9	156.0	258.9				
	DIV. V.P./MGR.	79.4	26.5	105.9				
	VICE PRESIDENT				$ 57.5	51.7	65.2	78.6
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$109.7	$ 45.1	$154.8	$ 57.5			
	NO IN POSITION: 54							
$ 888.1	POSITION AVERAGE:	$ 89.1	$ 20.6	$109.7	$ 61.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 21: TOP GROCERY OPERATIONS EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.58	.61
Std. Error	1.22	1.26

	BonCoBase	TC
Slope	.16227	.20242
Y-Int	1.48021	1.44391

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0 AND ABOVE	SENIOR V.P.	$132.5	$ 38.2	$170.7				
	EXEC. V.P.	127.6	37.9	165.5		$106.8	$133.5	$160.2
	SENIOR V.P.	121.0	15.1	136.1				
	SENIOR V.P.	109.6	6.9	116.5		112.5	145.7	178.5
	EXEC. V.P.	108.8	35.2	144.0		96.1	120.1	
	SENIOR V.P.	101.0	11.8	112.8		92.8	116.0	139.2
	SENIOR V.P.	100.0	22.6	122.6		78.0	93.8	109.6
	GROUP EXEC.	97.3	90.1	187.4		94.5	122.2	150.2
	GROUP EXEC.	95.0	19.0	114.0				
	VICE PRESIDENT	93.6	74.4	168.0		60.2	79.8	99.4
	VICE PRESIDENT	85.8	7.5	93.3				
	ASST. V.P./DIR	80.8	12.4	93.2		80.1	100.1	120.1
	ASST. V.P./DIR				$ 47.1	36.9	48.1	59.3
	NO IN POSITION:	13						
$ 794.3	WEIGHTED GROUP AVG:	$104.4	$ 30.9	$135.3	$ 47.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	C.O.O.	$110.0	$ 15.6	$125.6				
TO	VICE PRESIDENT	91.6	15.5	107.1		$ 65.4	$ 81.8	$ 98.2
$125.0		87.4	5.7	93.1		60.2	77.3	94.0
	VICE PRESIDENT	81.0	11.4	92.4				
	EXEC. V.P.	80.0	20.0	100.0				
	VICE PRESIDENT				$ 80.0			
	EXEC. V.P.	79.0	0.0	79.0		81.2	101.1	121.0
	EXEC. V.P.	78.5	34.4	112.9				
	VICE PRESIDENT				72.0	60.4	74.0	87.6
	VICE PRESIDENT	69.0	13.8	82.8		56.3	69.6	83.1
	VICE PRESIDENT	67.6	10.3	77.9		53.4	66.8	80.1
		62.0	28.0	90.0		57.7	60.0	62.0
	NO IN POSITION: 12							
$ 174.5	WEIGHTED GROUP AVG:	$ 80.6	$ 15.5	$ 96.1	$ 76.0			
$124.9	SENIOR V.P.	$ 92.4	$ 16.8	$109.2		$ 70.0	$ 82.5	$ 95.0
TO	EXEC. V.P.	92.3	22.0	114.3		69.9	93.2	116.5
$50.0					$ 90.0			
	EXEC. V.P.	86.7	0.0	86.7		72.0	90.0	108.0
	VICE PRESIDENT	85.0	21.8	106.8		58.7	71.1	84.6
	C.O.O.				73.2			
	C.O.O.	68.1	22.4	90.5				
	BOARD OF DIR.	68.1	4.7	72.8				
	VICE PRESIDENT				67.5			
	VICE PRESIDENT	60.0	15.4	75.4		56.2	68.9	81.5
	VICE PRESIDENT	58.9	28.3	87.2		46.5	59.4	72.3
	C.O.O.				55.9			
	SENIOR V.P.	52.5	12.0	64.5				
	NO IN POSITION: 13							
$ 86.0	WEIGHTED GROUP AVG:	$ 73.8	$ 15.9	$ 89.7	$ 71.7			

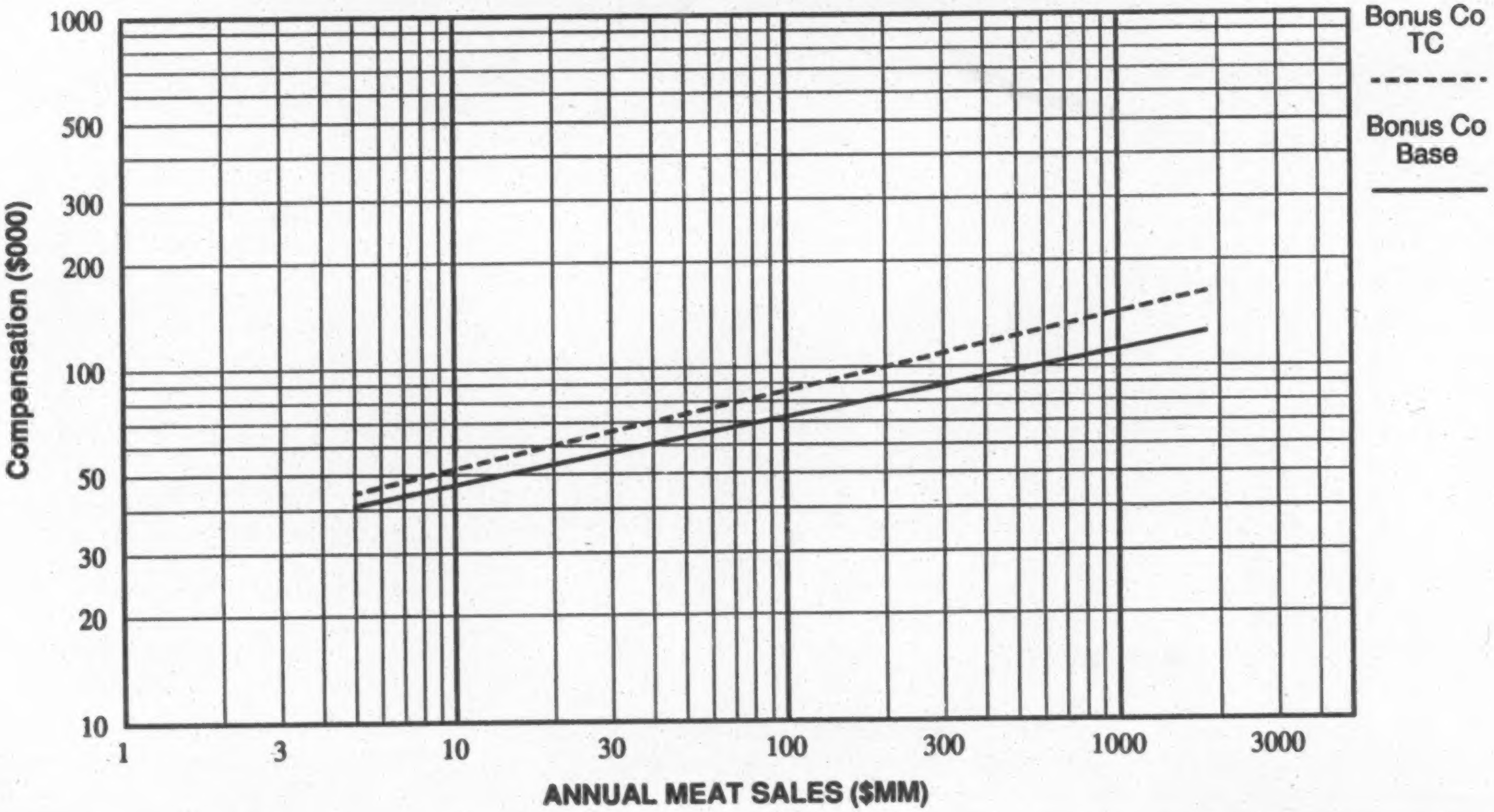
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9 AND BELOW	VICE PRESIDENT	$ 84.2	$ 21.0	$105.2				
	SENIOR V.P.	72.0	0.0	72.0		$ 44.0	$ 61.0	$ 78.0
	VICE PRESIDENT	68.7	14.0	82.7		49.1	61.3	73.6
	VICE PRESIDENT				$ 66.0	35.8	44.8	53.8
	VICE PRESIDENT	63.8	5.0	68.8				
	C.O.O.	61.0	35.0	96.0				
	C.O.O.				60.0			
	EXEC. V.P.	59.8	0.5	60.3		44.2	49.1	54.0
	GROUP EXEC.	58.1	5.0	63.1				
	VICE PRESIDENT	55.0	2.5	57.5				
	VICE PRESIDENT				54.8			
		54.6	0.0	54.6				
	CEO/PRESIDENT	50.0	4.5	54.5				
		42.5	10.5	53.0		40.0	45.0	50.0
	VICE PRESIDENT	42.1	5.7	47.8		26.3	40.5	54.6
	VICE PRESIDENT	41.6	4.0	45.6				
	C.O.O.	37.5	0.0	37.5				
	CEO/PRESIDENT				36.0	36.0	38.0	40.0
	NO IN POSITION:	20						
$ 26.9	WEIGHTED GROUP AVG:	$ 55.5	$ 7.6	$ 63.1	$ 56.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	SENIOR V.P.	$109.0	$ 20.0	$129.0				
	CEO/PRESIDENT	102.9	116.8	219.7				
	GROUP EXEC.	99.7	0.0	99.7		$ 74.4	$ 93.0	$111.5
	DIV. V.P./MGR.	85.6	26.7	112.3				
	VICE PRESIDENT	84.3	0.0	84.3				
	C.O.O.	71.5	0.0	71.5				
	VICE PRESIDENT				$ 62.4	51.7	65.2	78.6
	EXEC. V.P.	60.5	0.0	60.5				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 87.2	$ 24.1	$111.3	$ 62.4			
	NO IN POSITION: 68							
$ 242.7	POSITION AVERAGE:	$ 78.9	$ 18.2	$ 97.1	$ 63.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 22: TOP MEAT OPERATIONS EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.70	.66
Std. Error	1.19	1.24

	BonCoBase	TC
Slope	.18917	.21996
Y-Int	1.47858	1.49246

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	SENIOR V.P.	$151.0	$ 43.3	$194.3		$ 78.0	$ 93.8	$109.6
	SENIOR V.P.	128.5	37.1	165.6				
	EXEC. V.P.	121.8	43.5	165.3		96.1	120.1	
	SENIOR V.P.	121.0	15.1	136.1				
	SENIOR V.P.	109.7	17.0	126.7		92.8	116.0	139.2
	C.O.O.	108.0	15.5	123.5				
	VICE PRESIDENT	105.0	83.5	188.5		60.2	79.8	99.4
	ASST. V.P./DIR	102.3	19.2	121.5		80.1	100.1	120.1
	BOARD OF DIR.	87.1	12.8	99.9				
	SENIOR V.P.	84.8	5.3	90.1		98.8	127.7	157.0
	GROUP EXEC.	83.7	75.7	159.4		94.5	122.2	150.2
	EXEC. V.P.	64.0	0.0	64.0		57.4	70.9	84.4
	VICE PRESIDENT				$ 56.0	60.4	74.0	87.6
	NO IN POSITION:	13						
$ 358.5	WEIGHTED GROUP AVG:	$105.6	$ 30.6	$136.2	$ 56.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$99.9 TO $50.0	C.O.O.	$ 96.8	$ 45.0	$141.8				
	EXEC. V.P.	80.8	19.3	100.1		$ 61.8	$ 82.4	$103.0
	EXEC. V.P.	80.0	20.0	100.0				
	VICE PRESIDENT	80.0	21.2	101.2		58.7	71.1	84.6
	VICE PRESIDENT	76.5	7.1	83.6				
	VICE PRESIDENT	75.2	7.8	83.0		60.6	75.7	90.8
	EXEC. V.P.	74.4	0.0	74.4		54.9	68.6	82.4
	VICE PRESIDENT				$ 70.0			
	EXEC. V.P.	70.0	17.8	87.8				
		66.9	4.3	71.2		50.3	63.4	76.4
	ASST. V.P./DIR				62.8	44.5	57.9	71.2
	ASST. V.P./DIR	62.0	9.3	71.3				
	VICE PRESIDENT	60.0	20.1	80.1		50.0	61.3	72.5
	VICE PRESIDENT	58.9	26.7	85.6		46.5	59.4	72.3
		58.0	12.0	70.0		52.0	55.0	58.0
	VICE PRESIDENT	53.0	7.9	60.9		53.4	66.8	80.1
	NO IN POSITION: 16							
$ 69.3	WEIGHTED GROUP AVG:	$ 70.9	$ 15.6	$ 86.5	$ 66.4			

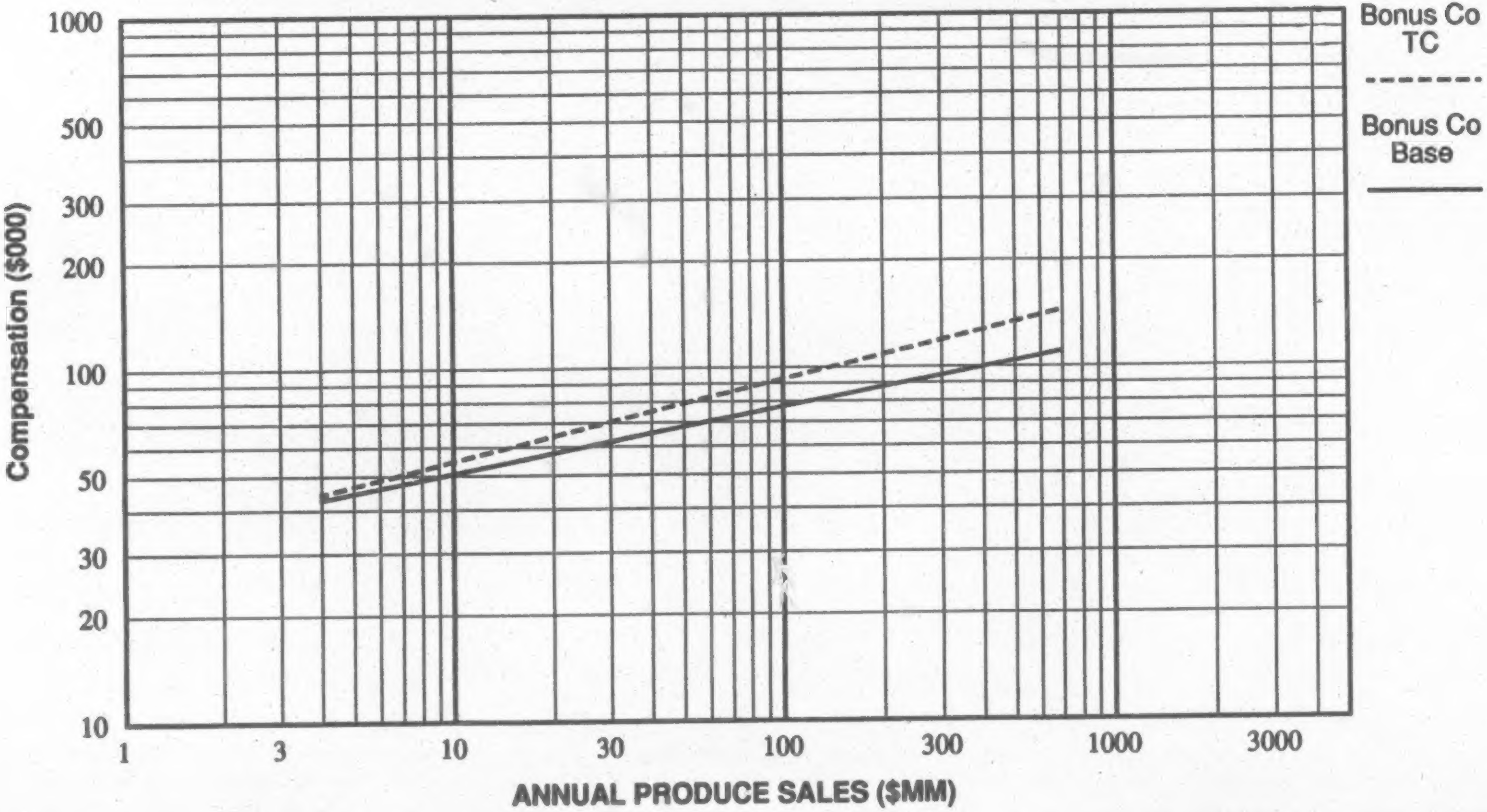
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9 AND BELOW	GROUP EXEC.	$108.0	$ 21.6	$129.6				
					$ 88.6			
	VICE PRESIDENT	85.8	21.5	107.3				
	SENIOR V.P.	83.2	0.0	83.2		$ 48.0	$ 72.0	$ 96.0
	BOARD OF DIR.	75.0	10.0	85.0				
	VICE PRESIDENT				75.0			
	C.O.O.				69.1			
	VICE PRESIDENT	68.3	12.2	80.5		48.5	60.6	72.8
	C.O.O.	67.0	35.0	102.0				
	C.O.O.				64.0			
	VICE PRESIDENT	61.4	5.0	66.4				
	GROUP EXEC.	58.1	5.0	63.1				
	EXEC. V.P.	57.2	0.0	57.2		44.2	49.1	54.0
	SENIOR V.P.	57.0	17.0	74.0				
	VICE PRESIDENT	55.2	6.9	62.1		32.0	43.3	54.6
	VICE PRESIDENT				52.0	35.8	44.8	53.8
	C.O.O.	50.0	0.0	50.0				
	C.O.O.				48.1			
		40.0	0.0	40.0				
	VICE PRESIDENT	36.4	2.0	38.4				
		35.0	5.0	40.0		30.0	35.0	40.0
	CEO/PRESIDENT				33.7	33.7	35.6	37.5
	NO IN POSITION:	22						
$ 21.0	WEIGHTED GROUP AVG:	$ 62.5	$ 9.4	$ 71.9	$ 61.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	SENIOR V.P.	$142.0	$ 25.0	$167.0				
	C.O.O.	83.2	0.0	83.2				
	DIV. V.P./MGR.	78.2	25.9	104.1				
	GROUP EXEC.	68.3	0.0	68.3		$ 57.3	$ 71.6	$ 85.9
	VICE PRESIDENT	60.5	0.0	60.5				
	VICE PRESIDENT				$ 56.7	51.7	65.2	78.6
	EXEC. V.P.	50.5	0.0	50.5				
	NO IN POSITION:	9						
	WEIGHTED GROUP AVG:	$ 79.9	$ 12.8	$ 92.7	$ 56.7			
	NO IN POSITION:	60						
$ 122.2	POSITION AVERAGE:	$ 78.3	$ 16.9	$ 95.2	$ 61.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 23: TOP PRODUCE OPERATIONS EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.52	.55
Std. Error	1.25	1.29

	BonCoBase	TC
Slope	.18012	.22462
Y-Int	1.53171	1.52210

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND ABOVE	SENIOR V.P.	$173.3	$ 49.7	$223.0		$ 83.0	$ 99.9	$116.8
	EXEC. V.P.	143.2	26.7	169.9				
	SENIOR V.P.	122.5	28.4	150.9		74.0	92.6	111.1
	SENIOR V.P.	121.0	15.1	136.1				
	EXEC. V.P.	103.0	24.9	127.9		90.4	113.0	135.6
	SENIOR V.P.				$100.0			
	GROUP EXEC.	97.5	19.5	117.0				
	CEO/PRESIDENT	85.8	13.7	99.5				
	SENIOR V.P.	70.4	3.7	74.1		75.8	94.4	113.0
	ASST. V.P./DIR				58.8	44.5	57.9	71.2
	NO IN POSITION: 10							
$ 470.8	WEIGHTED GROUP AVG:	$114.6	$ 22.7	$137.3	$ 79.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$149.9	C.O.O.	$ 94.2	$ 24.0	$118.2				
TO	VICE PRESIDENT	94.0	20.2	114.2		$ 58.8	$ 73.1	$ 87.5
$50.0	VICE PRESIDENT	85.0	0.0	85.0		60.6	75.7	90.8
	EXEC. V.P.	72.8	0.2	73.0				
	EXEC. V.P.	72.5	19.2	91.7				
	VICE PRESIDENT	71.5	16.7	88.2		58.7	71.1	84.6
	VICE PRESIDENT	64.2	31.3	95.5		46.5	59.4	72.3
	EXEC. V.P.	54.1	5.9	60.0				
	SENIOR V.P.	52.0	12.0	64.0				
	VICE PRESIDENT				$ 51.0	60.4	74.0	87.6
		45.2	9.8	55.0		40.0	45.2	55.0
	NO IN POSITION: 11							
$ 81.5	WEIGHTED GROUP AVG:	$ 70.6	$ 13.9	$ 84.5	$ 51.0			

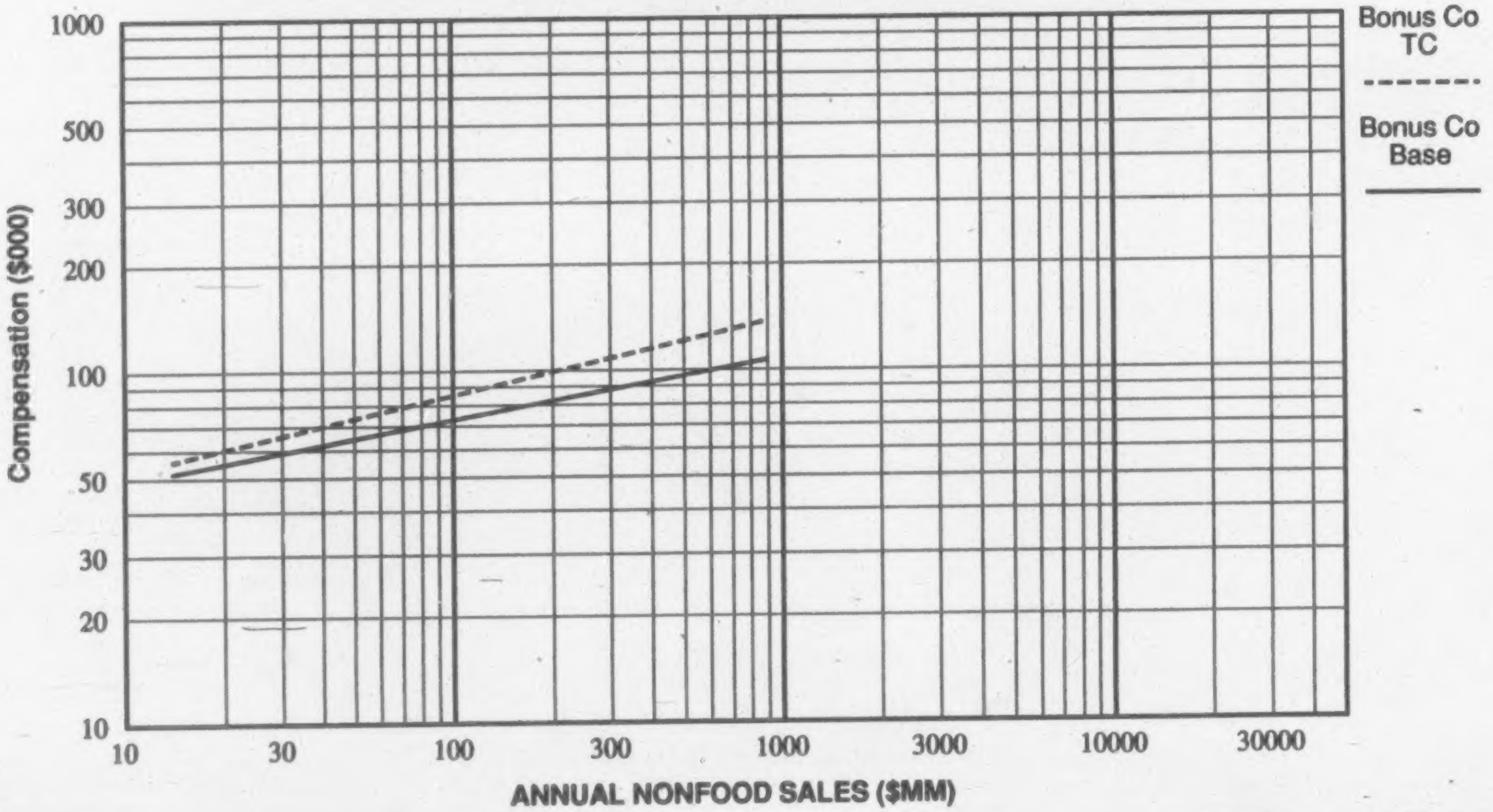
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$49.9		$115.9	$ 7.5	$123.4		$ 60.2	$ 77.3	$ 94.0
AND BELOW	SENIOR V.P.	72.5	0.6	73.1		70.0	82.5	95.0
	CEO/PRESIDENT	72.1	0.0	72.1		58.8	73.4	88.1
					$ 64.0			
	GROUP EXEC.	58.1	5.0	63.1				
	VICE PRESIDENT	58.1	15.4	73.5		50.0	61.3	72.5
	CEO/PRESIDENT	58.0	3.0	61.0				
	VICE PRESIDENT	55.7	5.0	60.7				
	DIV. V.P./MGR.	55.2	4.8	60.0		45.3	57.5	69.7
		53.3	0.0	53.3				
	VICE PRESIDENT	53.0	0.0	53.0				
		51.0	9.0	60.0		45.0	50.0	55.0
	VICE PRESIDENT	48.3	0.0	48.3		36.4	43.9	51.4
	C.O.O.	47.5	0.0	47.5				
	VICE PRESIDENT	45.5	6.3	51.8		32.0	43.3	54.6
	ASST. V.P./DIR	45.0	6.2	51.2				
	NO IN POSITION: 18							
$ 22.7	WEIGHTED GROUP AVG:	$ 58.3	$ 4.0	$ 62.3	$ 64.0			
NO SCOPE	SENIOR V.P.	$208.0	$ 40.0	$248.0				
REPORTED	C.O.O.	113.6	31.5	145.1		$ 79.8	$106.4	$133.0
	DIV. V.P./MGR.	102.0	34.0	136.0				
	GROUP EXEC.	95.6	0.0	95.6		74.4	93.0	111.5
	EXEC. V.P.	95.0	0.0	95.0		81.2	101.1	121.0
	VICE PRESIDENT	73.8	10.9	84.7		53.4	66.8	80.1
	C.O.O.	58.5	0.0	58.5				
	VICE PRESIDENT				$ 48.7			
	CEO/PRESIDENT	44.0	0.0	44.0				
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 98.8	$ 14.6	$113.4	$ 48.7			
	NO IN POSITION: 48							
$ 154.2	POSITION AVERAGE:	$ 79.2	$ 11.7	$ 90.9	$ 64.5			

FOOD MARKETING INSTITUTE

1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 24: TOP GEN'L MERCH/NONFOOD OPERATIONS



	BonCoBase	TC
Coeff. Det.	.58	.65
Std. Error	1.21	1.23

	BonCoBase	TC
Slope	.17319	.21465
Y-Int	1.51674	1.50386

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0	DIV. V.P./MGR.	$ 76.1	$ 5.6	$ 81.7		$ 57.4	$ 73.2	$ 89.8
AND ABOVE	DIV. V.P./MGR.	73.5	2.7	76.2		57.4	73.2	89.8
	DIV. V.P./MGR.	72.0	4.0	76.0		57.4	73.2	89.8
	VICE PRESIDENT	69.0	17.3	86.3		57.4	71.7	
	SENIOR V.P.	67.5	19.4	86.9				
	DIV. V.P./MGR.	66.1	0.7	66.8		54.3	67.9	81.5
	DIST.MANAGER	65.2	9.3	74.5		47.9	60.6	73.2
	VICE PRESIDENT	65.2	0.0	65.2		44.8	56.0	67.2
	VICE PRESIDENT	61.1	12.0	73.1		50.3	62.9	75.5
	VICE PRESIDENT	58.0	2.6	60.6		63.7	78.8	93.7
	VICE PRESIDENT	46.9	8.3	55.2		34.8	41.4	48.0
	VICE PRESIDENT				$ 46.7	42.3	51.8	61.3
	ASST. V.P./DIR	40.1	4.8	44.9		36.2	44.4	52.5
	NO IN POSITION:	49						
$ 463.8	WEIGHTED GROUP AVG:	$ 64.7	$ 7.2	$ 71.9	$ 46.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9					$ 68.3			
TO	VICE PRESIDENT	$ 67.1	$ 5.0	$ 72.1				
$100.0	VICE PRESIDENT	56.9	11.4	68.3		$ 48.5	$ 60.0	$ 71.4
	VICE PRESIDENT	55.6	12.3	67.9				
	VICE PRESIDENT	55.0	4.5	59.5				
	VICE PRESIDENT	54.6	5.0	59.6		44.6	55.7	66.8
	EXEC. V.P.	51.1	3.9	55.0				
	ASST. V.P./DIR	48.0	5.5	53.5		36.5	45.6	54.7
	MANAGER				46.8	39.0	48.9	58.6
	VICE PRESIDENT				43.9	34.0	48.0	62.0
		41.8	2.7	44.5		29.6	37.1	44.6
	CEO/PRESIDENT	40.5	1.5	42.0				
		40.5	5.0	45.5		35.0	40.1	46.5
	REG. V.P./MGR.				28.7			
	NO IN POSITION: 45							
$ 161.5	WEIGHTED GROUP AVG:	$ 51.7	$ 7.3	$ 59.0	$ 43.2			

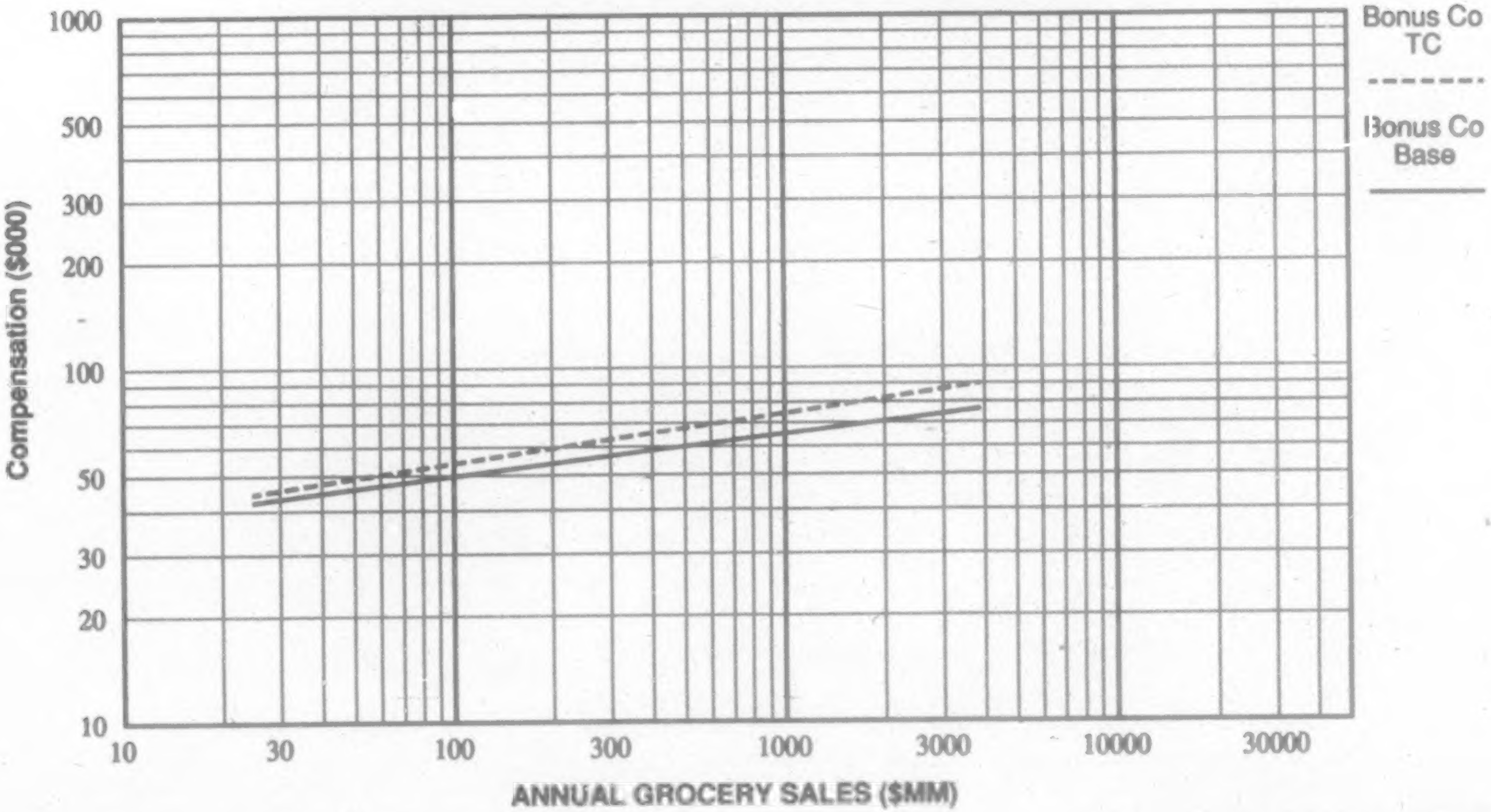
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9 AND BELOW	SENIOR V.P.	$ 74.4	$ 0.0	$ 74.4		$ 44.0	$ 61.0	$ 78.0
		56.0	0.0	56.0				
	VICE PRESIDENT	54.9	4.9	59.8		43.3	57.8	72.2
	VICE PRESIDENT	51.0	1.0	52.0				
	DIV. V.P./MGR.	50.8	3.8	54.6		38.7	48.4	58.1
	MANAGER				$ 43.5	33.5	41.7	49.9
	VICE PRESIDENT	40.6	4.1	44.7				
	GROUP EXEC.				40.0			
	GROUP EXEC.	35.9	1.0	36.9				
	MANAGER				34.8	30.9	38.6	46.3
	VICE PRESIDENT	34.1	2.8	36.9		33.1	42.0	51.0
	C.O.O.				32.2	25.8		47.6
	NO IN POSITION: 77							
$ 64.7	WEIGHTED GROUP AVG:	$ 47.4	$ 3.3	$ 50.7	$ 36.4			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 65.6	$ 2.1	$ 67.7				
	ASST. V.P./DIR	55.9	17.2	73.1				
	C.O.O.	44.5	0.0	44.5				
	ASST. V.P./DIR	42.3	0.0	42.3				
	ASST. V.P./DIR				$ 41.1	$ 32.8	$ 40.9	$ 48.9
	MANAGER				40.0			
	ASST. V.P./DIR	39.8	0.0	39.8		32.0	40.0	48.0
	MANAGER				38.7	32.3	40.4	48.5
	ASST. V.P./DIR	36.2	0.0	36.2		27.1	33.9	40.6
	NO IN POSITION: 29							
	WEIGHTED GROUP AVG:	$ 53.9	$ 7.0	$ 60.9	$ 40.0			
	NO IN POSITION: 200							
$ 204.5	POSITION AVERAGE:	$ 56.2	$ 6.6	$ 62.8	$ 38.2			

FOOD MARKETING INSTITUTE

1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 25: GROCERY MERCHANDISER



	BonCoBase	TC
Coeff. Det.	.36	.41
Std. Error	1.20	1.21

	BonCoBase	TC
Slope	.11700	.13868
Y-Int	1.46157	1.45586

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND ABOVE	DIV. V.P./MGR.	$ 75.9	$ 2.7	$ 78.6		$ 57.4	$ 73.2	$ 89.8
	VICE PRESIDENT	74.0	8.8	82.8		55.4	69.2	83.0
	VICE PRESIDENT	68.3	17.1	85.4		57.4	71.7	
	DIV. V.P./MGR.	67.2	0.7	67.9		54.3	67.9	81.5
	DIV. V.P./MGR.	66.8	4.7	71.5		57.4	73.2	89.8
	VICE PRESIDENT	66.4	0.0	66.4		54.9	68.6	82.4
	VICE PRESIDENT	65.0	3.4	68.4		67.5	83.6	99.8
	DIV. V.P./MGR.	64.1	4.7	68.8		57.4	73.2	89.8
	VICE PRESIDENT	54.3	5.4	59.7		43.3	57.8	72.2
	ASST. V.P./DIR	46.4	9.1	55.5		37.0	44.1	51.2
	ASST. V.P./DIR	37.8	5.6	43.4		36.2	44.4	52.5
	NO IN POSITION: 27							
$ 146.2	WEIGHTED GROUP AVG:	$ 61.5	$ 5.5	$ 67.0				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

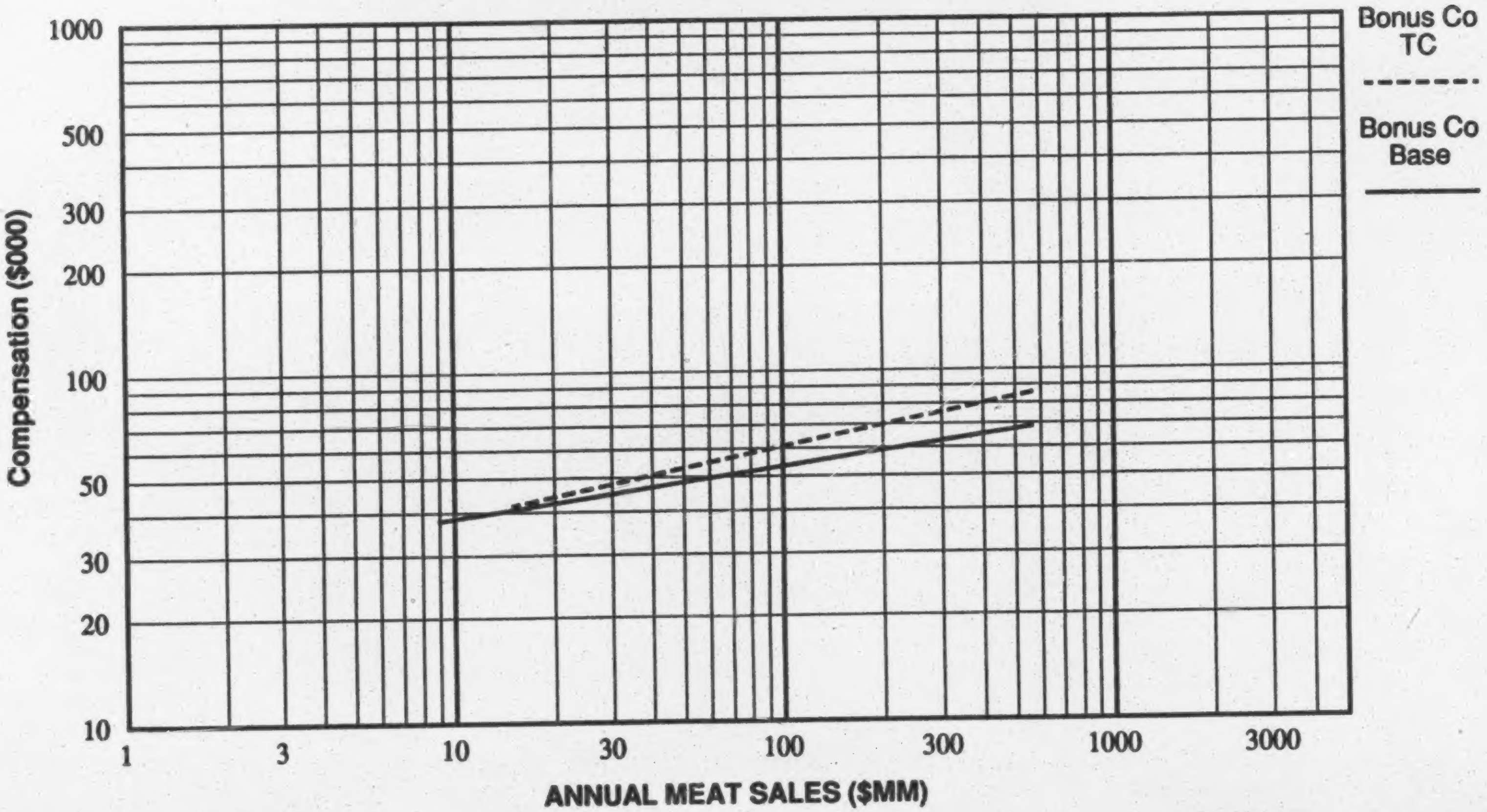
SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9	VICE PRESIDENT				$ 61.3	$ 34.0	$ 48.0	$ 62.0
TO	VICE PRESIDENT	$ 59.5	$ 8.7	$ 68.2		48.5	60.0	71.4
$25.0	DIST.MANAGER	57.2	5.4	62.6		43.6	55.0	66.5
					54.7			
	ASST. V.P./DIR	54.0	5.4	59.4				
	VICE PRESIDENT				51.6	42.3	51.8	61.3
	MANAGER				45.2	39.0	48.9	58.6
	ASST. V.P./DIR	44.9	5.4	50.3		36.5	45.6	54.7
	DIST.MANAGER	44.3	5.1	49.4				
		42.1	2.7	44.8		29.6	37.1	44.6
	VICE PRESIDENT	42.0	2.5	44.5				
		42.0	4.0	46.0		40.0	42.0	45.0
	MANAGER				40.4	33.5	41.7	49.9
	EXEC. V.P.	40.0	5.0	45.0				
	NO IN POSITION: 72							
$ 45.7	WEIGHTED GROUP AVG:	$ 52.9	$ 5.7	$ 58.6	$ 45.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9 AND BELOW	VICE PRESIDENT	$ 64.0	$ 18.6	$ 82.6				
	C.O.O.				$ 59.3			
	DIV. V.P./MGR.	51.0	4.3	55.3		$ 38.7	$ 48.4	$ 58.1
	GROUP EXEC.				46.3			
	REG. V.P./MGR.	44.9	2.8	47.7				
	MANAGER				44.1	35.5	44.4	53.3
	DIV. V.P./MGR.				41.4	37.5		45.4
	VICE PRESIDENT	40.6	4.1	44.7				
	CEO/PRESIDENT	38.7	4.1	42.8				
	MANAGER	38.3	1.7	40.0		33.1	42.0	51.0
	GROUP EXEC.	38.1	0.0	38.1		31.2	34.1	37.1
	GROUP EXEC.	36.3	3.0	39.3		35.0		40.2
	MANAGER				36.2	30.9	38.6	46.3
	GROUP EXEC.	35.9	2.0	37.9				
	NO IN POSITION: 65							
$ 17.7	WEIGHTED GROUP AVG:	$ 42.5	$ 3.2	$ 45.7	$ 38.9			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 65.2	$ 2.2	$ 67.4				
	ASST. V.P./DIR	62.4	20.9	83.3				
	C.O.O.	48.7	0.0	48.7				
	MANAGER				$ 48.5	$ 47.0		$ 50.0
	ASST. V.P./DIR	43.2	0.0	43.2		32.0	40.0	48.0
	ASST. V.P./DIR				35.7	32.8	40.9	48.9
	NO IN POSITION: 35							
	WEIGHTED GROUP AVG:	$ 60.5	$ 13.6	$ 74.1	$ 44.2			
	NO IN POSITION: 199							
$ 51.2	POSITION AVERAGE:	$ 54.5	$ 7.0	$ 61.5	$ 41.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 26: MEAT MERCHANDISER



	BonCoBase	TC
Coeff. Det.	.37	.52
Std. Error	1.21	1.19

	BonCoBase	TC
Slope	.14103	.19717
Y-Int	1.44732	1.38942

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$50.0 AND ABOVE	DIV. V.P./MGR.	$ 71.8	$ 2.6	$ 74.4		$ 49.9	$ 63.6	$ 78.0
	VICE PRESIDENT	70.0	6.0	76.0		55.4	69.2	83.0
	DIV. V.P./MGR.	69.8	0.7	70.5		54.3	67.9	81.5
	VICE PRESIDENT	66.9	16.8	83.7		57.4	71.7	
	DIV. V.P./MGR.	65.7	4.6	70.3		49.9	63.6	78.0
	VICE PRESIDENT	62.8	3.2	66.0		63.7	78.8	93.7
	DIV. V.P./MGR.	60.8	4.4	65.2		49.9	63.6	78.0
	VICE PRESIDENT	58.0	5.8	63.8		43.3	57.8	72.2
	ASST. V.P./DIR	52.0	0.0	52.0		41.9	52.4	62.4
	ASST. V.P./DIR	40.7	5.1	45.8		36.2	44.4	52.5
	NO IN POSITION:	22						
$ 90.2	WEIGHTED GROUP AVG:	$ 63.2	$ 4.4	$ 67.6				

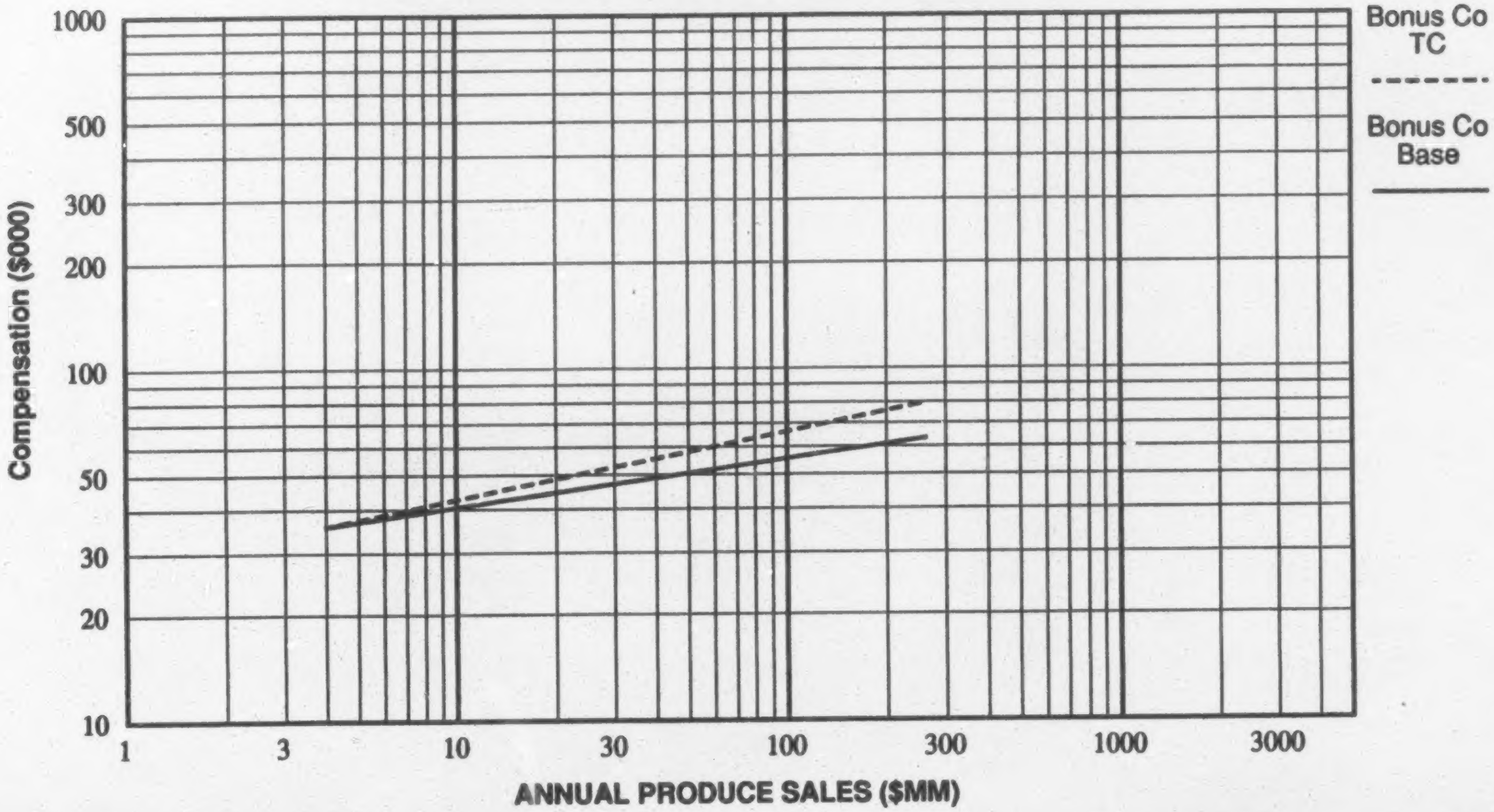
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	DIST.MANAGER	$ 58.4	$ 5.9	$ 64.3		$ 43.6	$ 55.0	$ 66.5
TO	VICE PRESIDENT				$ 53.9	42.3	51.8	61.3
$15.0	VICE PRESIDENT	53.2	10.4	63.6		48.5	60.0	71.4
	DIV. V.P./MGR.	51.9	5.0	56.9		36.3	45.4	54.5
	VICE PRESIDENT				50.9	34.0	48.0	62.0
	VICE PRESIDENT	48.4	9.0	57.4		37.0	44.1	51.2
	MANAGER				45.2	39.0	48.9	58.6
		43.2	2.8	46.0		29.6	37.1	44.6
	ASST. V.P./DIR	40.9	4.7	45.6		36.5	45.6	54.7
	EXEC. V.P.	40.0	5.0	45.0				
		40.0	5.0	45.0		32.0	40.0	47.0
	DIST.MANAGER	38.5	4.4	42.9				
	VICE PRESIDENT	38.5	2.5	41.0				
	GROUP EXEC.				38.1			
	CEO/PRESIDENT	35.6	4.8	40.4				
	DIV. V.P./MGR.				34.7	34.1		35.2
	GROUP EXEC.	34.1	2.0	36.1				
	MANAGER	32.8	1.5	34.3		33.1	42.0	51.0
	NO IN POSITION: 73							
$ 29.2	WEIGHTED GROUP AVG:	$ 48.8	$ 6.1	$ 54.9	$ 46.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9	VICE PRESIDENT	$ 56.9	$ 14.3	$ 71.2				
AND BELOW					$ 53.5			
	ASST. V.P./DIR	51.4	5.1	56.5				
	C.O.O.				51.0			
	VICE PRESIDENT				50.7			
	REG. V.P./MGR.	41.5	3.0	44.5				
	VICE PRESIDENT	40.6	4.1	44.7				
	MANAGER				39.1	$ 33.5	$ 41.7	$ 49.9
	GROUP EXEC.	38.9	0.4	39.3		27.3	30.3	33.3
	MANAGER				35.6	30.9	38.6	46.3
	GROUP EXEC.	35.0	2.0	37.0				
	GROUP EXEC.	26.2	2.1	28.3		25.0		30.0
	NO IN POSITION: 59							
$ 7.1	WEIGHTED GROUP AVG:	$ 42.7	$ 3.8	$ 46.5	$ 37.6			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 64.3	$ 2.3	$ 66.6				
	ASST. V.P./DIR	46.8	0.0	46.8				
	ASST. V.P./DIR	46.6	14.2	60.8				
	MANAGER				$ 42.3	$ 35.4	$ 44.3	$ 53.1
	MANAGER				40.0			
	ASST. V.P./DIR				39.8	32.8	40.9	48.9
	C.O.O.	39.0	0.0	39.0				
	NO IN POSITION: 37							
	WEIGHTED GROUP AVG:	$ 51.0	$ 8.0	$ 59.0	$ 41.5			
	NO IN POSITION: 191							
$ 29.4	POSITION AVERAGE:	$ 50.6	$ 5.8	$ 56.4	$ 40.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 27: PRODUCE MERCHANDISER



	BonCoBase	TC
Coeff. Det.	.37	.45
Std. Error	1.22	1.22

	BonCoBase	TC
Slope	.13659	.19241
Y-Int	1.46975	1.43566

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$225.0 AND BELOW	DIV. V.P./MGR.	$ 70.0	$ 0.7	$ 70.7		$ 54.3	$ 67.9	$ 81.5
	GROUP EXEC.	61.0	35.0	96.0				
	EXEC. V.P.	57.4	0.0	57.4		54.9	68.6	82.4
	VICE PRESIDENT	56.8	14.0	70.8		50.3	62.9	75.5
	DIV. V.P./MGR.	52.4	4.7	57.1		36.3	45.4	54.5
	VICE PRESIDENT	51.0	1.0	52.0				
	VICE PRESIDENT	49.5	6.5	56.0		45.6	55.8	65.9
	EXEC. V.P.	40.0	5.0	45.0				
	MANAGER				$ 36.9	28.0	35.0	42.0
	C.O.O.	35.6	4.8	40.4				
	MANAGER				32.8			
	GROUP EXEC.	31.5	2.0	33.5				
	NO IN POSITION: 15							
$ 58.0	WEIGHTED GROUP AVG:	$ 53.8	$ 6.2	$ 60.0	$ 35.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 49.9	$ 14.9	$ 64.8				
	C.O.O.	49.4	0.0	49.4				
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 49.8	$ 12.4	$ 62.2				
	NO IN POSITION: 21							
$ 58.0	POSITION AVERAGE:	$ 52.5	$ 8.3	$ 60.8	$ 35.5			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$300.0 AND BELOW	ASST. V.P./DIR	$ 52.0	$ 0.0	$ 52.0		$ 44.8	$ 56.0	$ 67.2
	VICE PRESIDENT	51.2	10.6	61.8		48.5	60.0	71.4
	EXEC. V.P.	40.0	5.0	45.0				
	C.O.O.	35.6	4.8	40.4				
	MANAGER				$ 35.0	28.0	35.0	42.0
	NO IN POSITION: 46							
$ 89.2	WEIGHTED GROUP AVG:	$ 40.4	$ 5.0	$ 45.4	$ 35.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 52.2	$ 17.0	$ 69.2				
	NO IN POSITION: 47							
$ 89.2	POSITION AVERAGE:	$ 40.7	$ 5.3	$ 46.0	$ 35.0			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

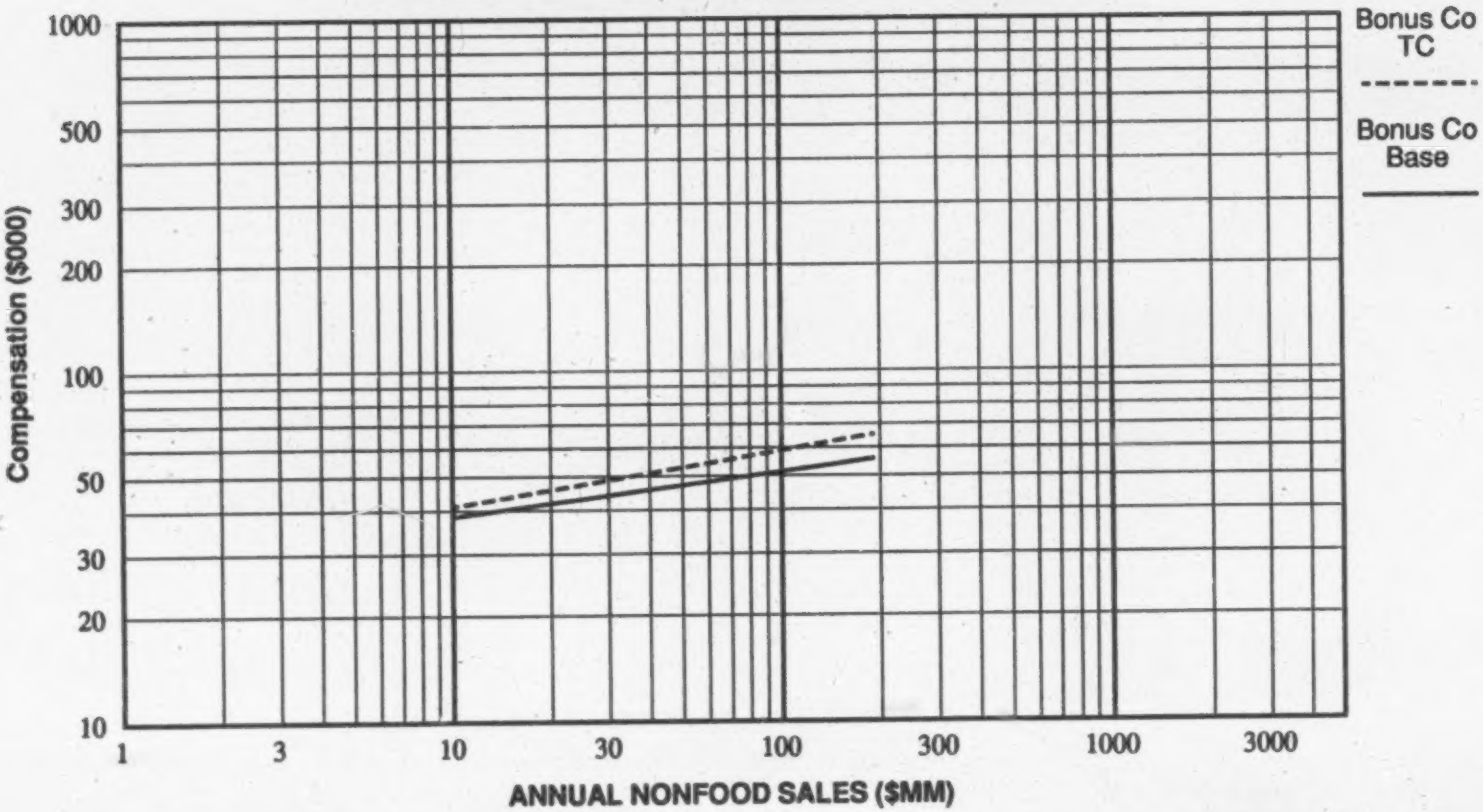
Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND ABOVE	DIV. V.P./MGR.	$ 85.0	$ 3.2	$ 88.2		$ 57.4	$ 73.2	$ 89.8
	DIV. V.P./MGR.	77.2	2.7	79.9		57.4	73.2	89.8
	VICE PRESIDENT	76.6	5.6	82.2		55.4	69.2	83.0
	DIV. V.P./MGR.	67.5	0.7	68.2		54.3	67.9	81.5
	DIV. V.P./MGR.	65.3	5.3	70.6		49.9	63.6	78.0
	DIV. V.P./MGR.	60.3	4.2	64.5		49.9	63.6	78.0
	DIST.MANAGER	54.6	5.3	59.9		43.6	55.0	66.5
	DIST.MANAGER	53.6	9.0	62.6				
	VICE PRESIDENT	44.5	6.1	50.6		45.6	55.8	65.9
	VICE PRESIDENT				$ 44.1	34.0	48.0	62.0
	DIV. V.P./MGR.	44.0	3.0	47.0		43.4	55.3	67.8
	VICE PRESIDENT	43.9	7.5	51.4		34.8	41.4	48.0
	EXEC. V.P.	33.2	2.8	36.0				
	NO IN POSITION: 47							
$ 64.9	WEIGHTED GROUP AVG:	$ 56.4	$ 5.2	$ 61.6	$ 44.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9 AND BELOW	VICE PRESIDENT	$ 55.7	$ 5.0	$ 60.7				
	MANAGER				$ 51.2	$ 39.0	$ 48.9	$ 58.6
	C.O.O.				47.6			
	VICE PRESIDENT	44.5	2.5	47.0				
		42.9	0.0	42.9				
	VICE PRESIDENT				41.3			
		41.0	2.7	43.7		29.6	37.1	44.6
	MANAGER				37.8	26.7	33.3	40.0
	MANAGER	34.2	3.2	37.4		33.1	42.0	51.0
	GROUP EXEC.	34.1	2.0	36.1				
	GROUP EXEC.				33.8	31.2	35.1	39.0
	MANAGER				32.7	30.9	38.6	46.3
	MANAGER				31.2	25.5	31.7	38.0
	C.O.O.				30.4	16.0		47.0
	REG. V.P./MGR.				22.6			
	NO IN POSITION: 91							
$ 5.6	WEIGHTED GROUP AVG:	$ 40.1	$ 2.7	$ 42.8	$ 34.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 57.5	$ 4.9	$ 62.4		$ 43.3	$ 57.8	$ 72.2
	ASST. V.P./DIR	51.2	14.5	65.7				
	DIST.MANAGER	39.5	3.6	43.1				
	C.O.O.	37.7	0.0	37.7				
	ASST. V.P./DIR	28.8	0.0	28.8				
	MANAGER				$ 27.3			
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 46.8	$ 7.8	$ 54.6	$ 27.3			
	NO IN POSITION: 151							
$ 25.8	POSITION AVERAGE:	$ 52.7	$ 5.4	$ 58.1	$ 34.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 30: NONFOOD MERCHANDISER



	BonCoBase	TC
Coeff. Det.	.24	.26
Std. Error	1.24	1.27

	BonCoBase	TC
Slope	.12600	.15734
Y-Int	1.45860	1.45585

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

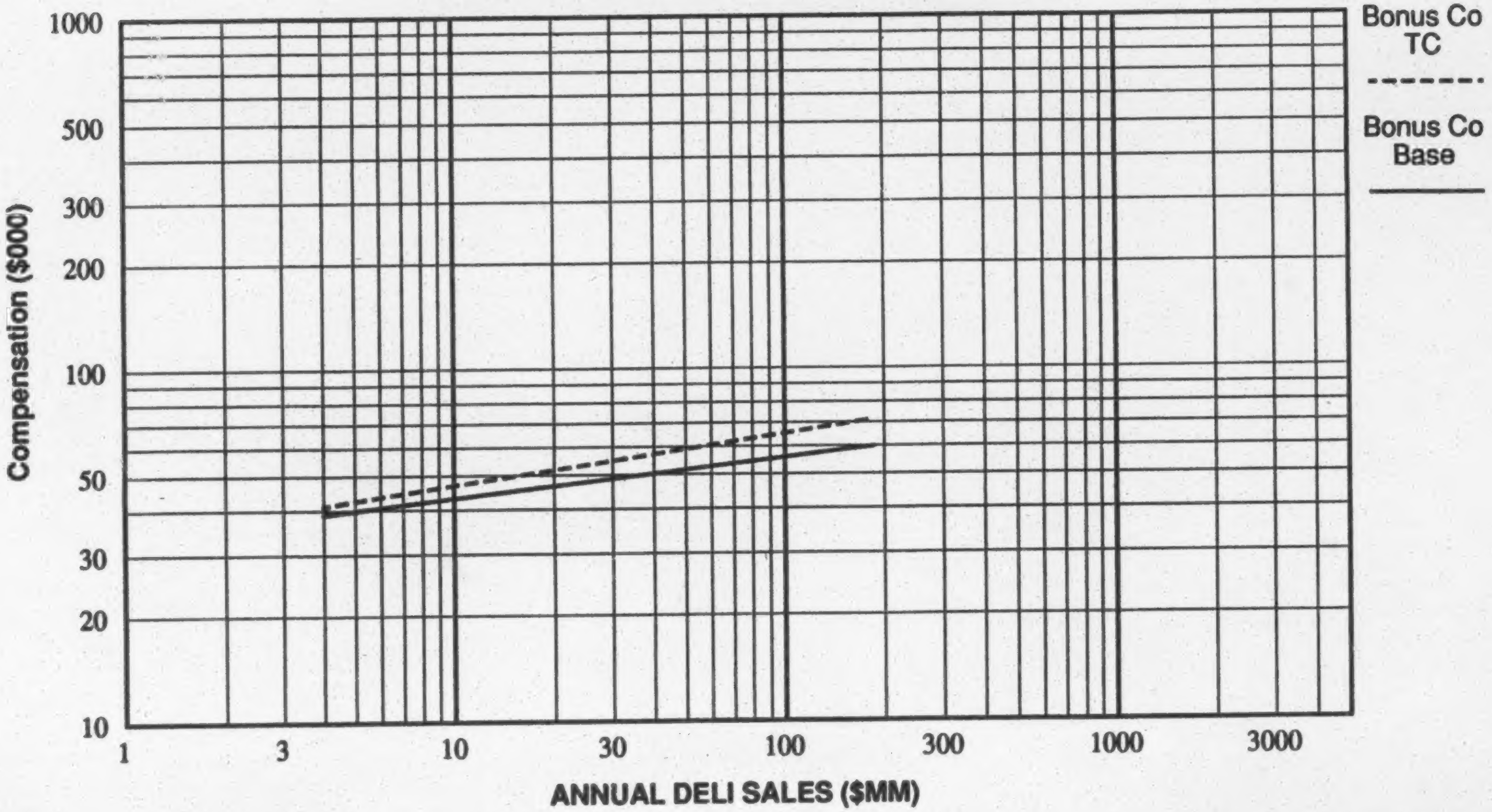
Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0 AND ABOVE	VICE PRESIDENT	$ 66.9	$ 12.7	$ 79.6		$ 48.5	$ 60.0	$ 71.4
	DIV. V.P./MGR.	64.3	0.7	65.0				
	SENIOR V.P.	60.0	0.0	60.0		44.0	61.0	78.0
	EXEC. V.P.	59.1	0.0	59.1		54.9	68.6	82.4
	VICE PRESIDENT	54.1	8.8	62.9				
	SENIOR V.P.	54.0	10.0	64.0				
	ASST. V.P./DIR	52.0	5.2	57.2				
	ASST. V.P./DIR	46.0	10.0	56.0		35.1	41.1	48.0
	VICE PRESIDENT				$ 44.4	42.3	51.8	61.3
	MANAGER				36.6	33.5	41.7	49.9
		32.0	2.0	34.0		30.0	32.0	34.3
	NO IN POSITION: 24							
$ 45.1	WEIGHTED GROUP AVG:	$ 53.9	$ 4.5	$ 58.4	$ 39.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$19.9 AND BELOW	DIV. V.P./MGR.	$ 59.0	$ 5.0	$ 64.0		$ 45.4	$ 56.7	$ 68.1
	EXEC. V.P.	52.0	4.0	56.0				
	CEO/PRESIDENT	50.0	7.0	57.0				
	GROUP EXEC.				$ 41.6			
	DIST.MANAGER	41.0	5.2	46.2				
	GROUP EXEC.				40.0			
	REG. V.P./MGR.	36.5	2.7	39.2				
	C.O.O.	35.6	4.8	40.4				
		35.5	2.3	37.8		29.6	37.1	44.6
	VICE PRESIDENT	35.1	0.0	35.1		35.1	36.4	37.7
	MANAGER	34.9	2.4	37.3		33.1	42.0	51.0
	VICE PRESIDENT				32.5			
	C.O.O.				31.9	26.5		44.0
	GROUP EXEC.	28.0	2.1	30.1		26.5		31.7
	NO IN POSITION: 29							
$ 8.4	WEIGHTED GROUP AVG:	$ 38.7	$ 3.5	$ 42.2	$ 34.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 65.6	$ 2.1	$ 67.7				
	C.O.O.	47.1	0.0	47.1				
	ASST. V.P./DIR	41.2	12.1	53.3				
	ASST. V.P./DIR				$ 41.2	$ 35.9	$ 44.8	$ 53.7
	MANAGER				37.5	31.1	39.4	47.3
	GROUP EXEC.				36.8			
	MANAGER				33.0	30.9	38.6	46.3
	NO IN POSITION: 19							
	WEIGHTED GROUP AVG:	$ 54.4	$ 5.1	$ 59.5	$ 37.8			
	NO IN POSITION: 72							
$ 25.0	POSITION AVERAGE:	$ 47.1	$ 4.2	$ 51.3	$ 37.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 31: DELI MERCHANDISER



	BonCoBase	TC
Coeff. Det.	.26	.31
Std. Error	1.24	1.26

	BonCoBase	TC
Slope	.11543	.14649
Y-Int	1.51575	1.52025

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER

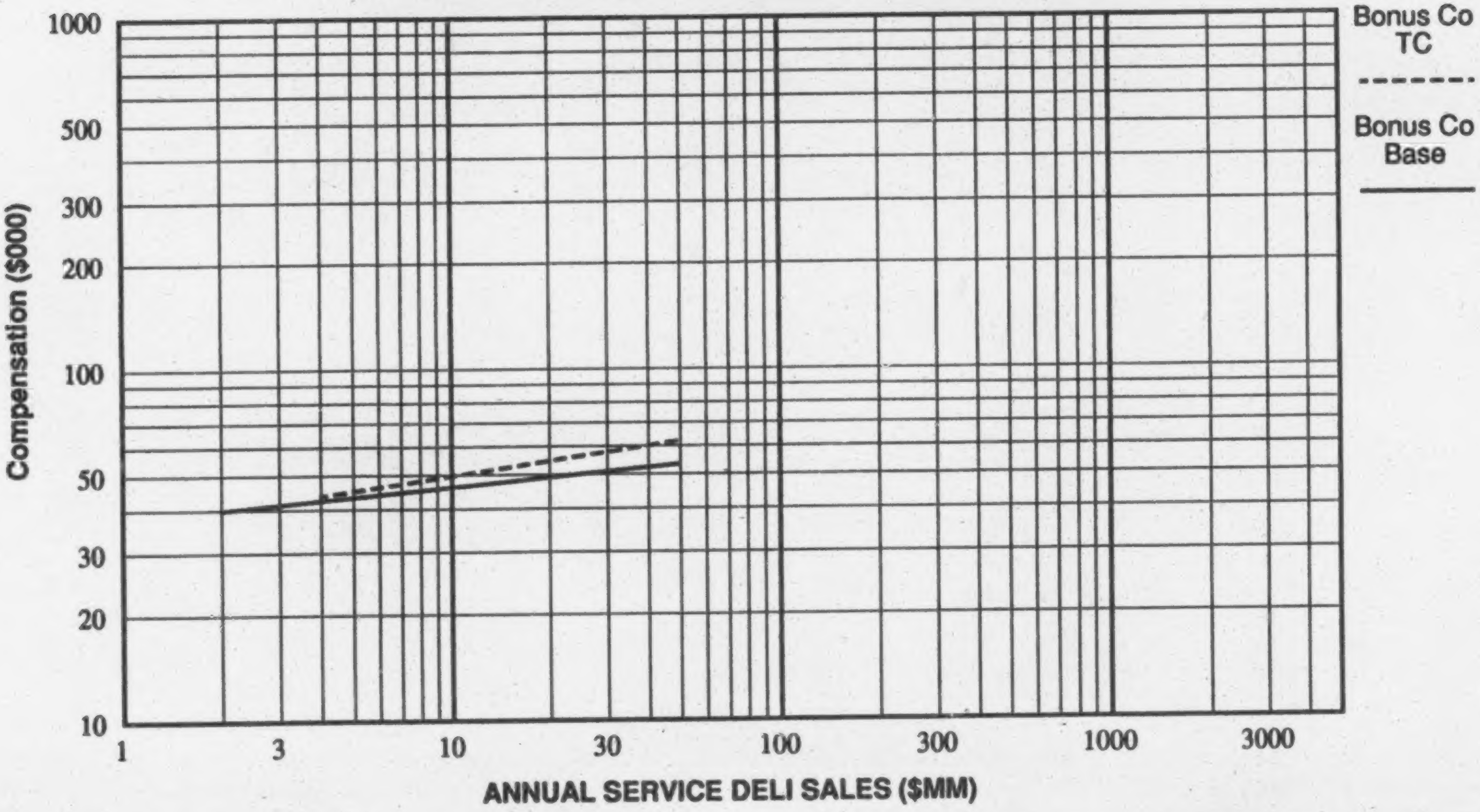
Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0 AND ABOVE	VICE PRESIDENT	$ 66.9	$ 12.7	$ 79.6		$ 48.5	$ 60.0	$ 71.4
	DIV. V.P./MGR.	59.0	2.2	61.2		43.4	55.3	67.8
	VICE PRESIDENT	55.2	10.8	66.0		45.8	57.2	68.6
	ASST. V.P./DIR	54.0	5.1	59.1		43.3	57.8	72.2
	DIV. V.P./MGR.	53.9	3.5	57.4		43.4	55.3	67.8
	DIV. V.P./MGR.	52.4	3.6	56.0		43.4	55.3	67.8
	ASST. V.P./DIR	44.8	4.5	49.3				
	MANAGER				$ 44.0			
	GROUP EXEC.				41.6			
	NO IN POSITION:	22						
$ 29.2	WEIGHTED GROUP AVG:	$ 52.2	$ 4.6	$ 56.8	$ 42.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$14.9					$ 53.4			
AND BELOW		$ 48.0	$ 0.0	$ 48.0				
	C.O.O.				44.3			
	VICE PRESIDENT	44.2	9.1	53.3				
	VICE PRESIDENT				40.2	$ 34.0	$ 48.0	$ 62.0
	EXEC. V.P.	40.0	4.0	44.0				
	VICE PRESIDENT	40.0	2.5	42.5				
	VICE PRESIDENT	37.6	6.2	43.8		34.8	41.4	48.0
	GROUP EXEC.	32.0	1.4	33.4				
	GROUP EXEC.	31.9	0.3	32.2		27.3	30.3	33.3
	CEO/PRESIDENT	27.0	10.0	37.0				
	NO IN POSITION: 17							
$ 6.9	WEIGHTED GROUP AVG:	$ 37.2	$ 4.6	$ 41.8	$ 46.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 47.5	$ 5.9	$ 53.4		$ 40.2	$ 49.3	$ 58.3
	ASST. V.P./DIR	45.4	1.5	46.9		41.5	49.8	58.2
	MANAGER				$ 32.0	29.0	36.2	43.5
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 46.1	$ 3.0	$ 49.1	$ 32.0			
	NO IN POSITION: 44							
$ 19.5	POSITION AVERAGE:	$ 46.0	$ 4.5	$ 50.5	$ 41.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 32: SERVICE DELI MERCHANDISER



	BonCoBase	TC
Coeff. Det.	.18	.36
Std. Error	1.21	1.25

	BonCoBase	TC
Slope	.09054	.13969
Y-Int	1.57384	1.55613

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0 AND ABOVE	ASST. V.P./DIR	$ 84.5	$ 0.9	$ 85.4				
	DIV. V.P./MGR.	55.0	0.4	55.4		$ 40.0	$ 49.7	$ 59.7
	VICE PRESIDENT	51.2	9.9	61.1		45.6	55.8	65.9
	VICE PRESIDENT	49.2	2.9	52.1		38.8	48.5	
	VICE PRESIDENT	49.0	2.5	51.5				
	GROUP EXEC.				$ 48.0			
	MANAGER	46.8	13.0	59.8		36.0	45.9	55.7
	ASST. V.P./DIR	43.7	0.0	43.7		44.9	52.4	62.8
	MANAGER	39.4	4.0	43.4				
		31.3	2.0	33.3		29.6	37.1	44.6
	NO IN POSITION: 19							
$ 24.1	WEIGHTED GROUP AVG:	$ 45.5	$ 3.4	$ 48.9	$ 48.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9 AND BELOW	CEO/PRESIDENT	$ 60.0	$ 3.0	$ 63.0				
	VICE PRESIDENT				$ 54.0			
	EXEC. V.P.	52.0	3.0	55.0				
	VICE PRESIDENT	51.9	14.0	65.9		$ 45.8	$ 57.2	$ 68.6
	VICE PRESIDENT				48.9	42.3	51.8	61.3
	MANAGER				45.6	39.0	48.9	58.6
	VICE PRESIDENT	43.7	14.6	58.3				
	DIV. V.P./MGR.	42.7	1.3	44.0		37.2	46.5	55.8
	MANAGER				39.5			
	GROUP EXEC.				37.4			
	VICE PRESIDENT	36.4	0.0	36.4				
	ASST. V.P./DIR	36.1	4.6	40.7		30.7	36.5	42.3
	GROUP EXEC.				36.0	35.0	38.0	40.0
	GROUP EXEC.				35.0			
	MANAGER				33.7	28.1	35.0	42.1
	GROUP EXEC.	33.2	0.0	33.2		27.3	30.3	33.3
	C.O.O.				29.4			
	NO IN POSITION: 32							
$ 6.0	WEIGHTED GROUP AVG:	$ 41.3	$ 4.9	$ 46.2	$ 41.1			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 69.7	$ 2.5	$ 72.2		$ 49.9	$ 63.6	$ 78.0
	DIV. V.P./MGR.	64.0	5.0	69.0		49.9	63.6	78.0
	ASST. V.P./DIR	56.7	18.0	74.7				
	DIV. V.P./MGR.	55.0	4.1	59.1		49.9	63.6	78.0
	ASST. V.P./DIR	50.9	1.0	51.9				
	C.O.O.	42.7	0.0	42.7				
	ASST. V.P./DIR				$ 38.3	38.9	48.7	58.4
		31.0	3.0	34.0		30.0	31.0	32.0
	NO IN POSITION: 40							
	WEIGHTED GROUP AVG:	$ 54.1	$ 9.2	$ 63.3	$ 38.3			
	NO IN POSITION: 91							
$ 12.7	POSITION AVERAGE:	$ 49.4	$ 6.9	$ 56.3	$ 41.2			

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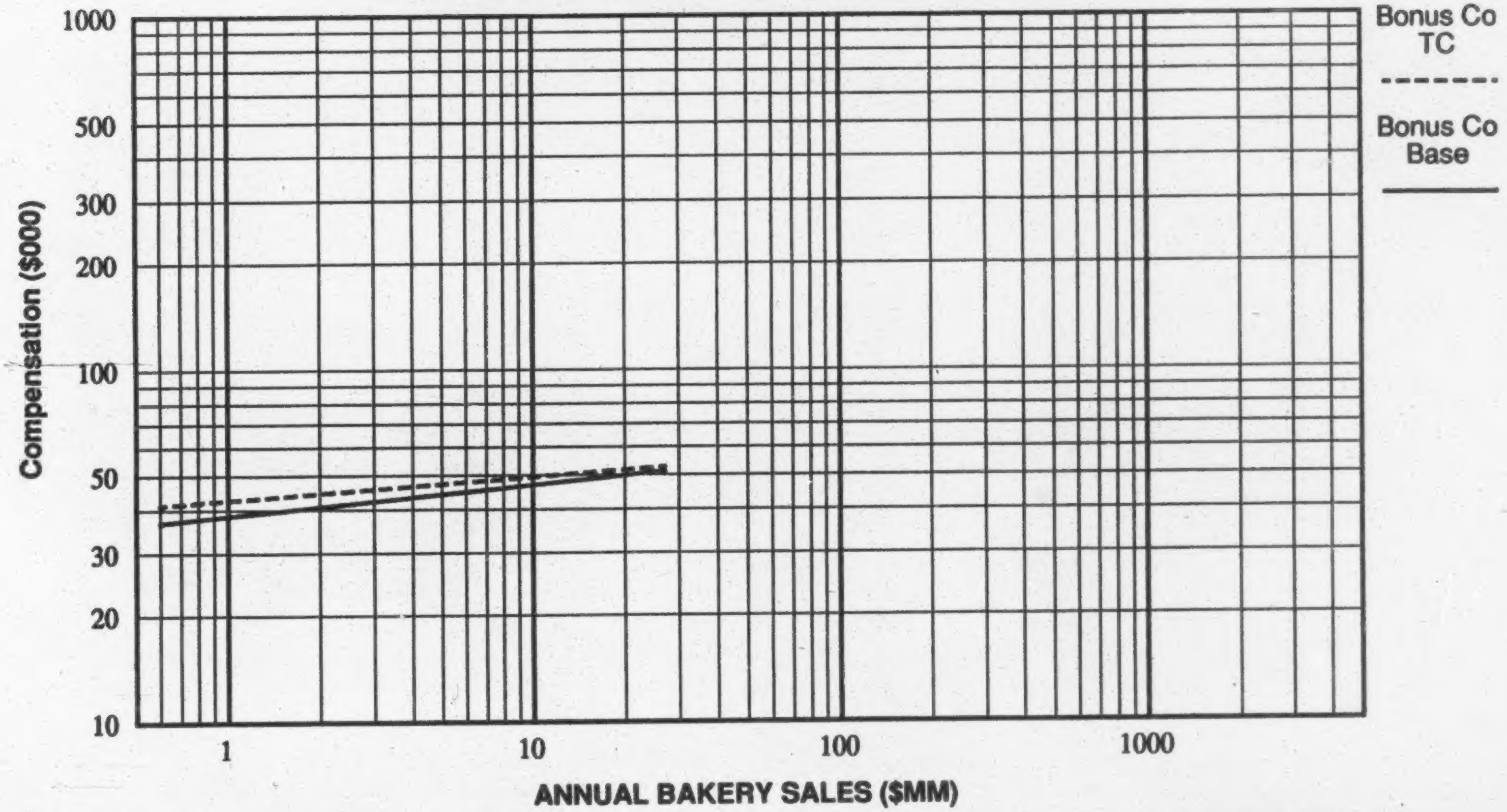
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 33: BAKERY MERCHANDISER



	BonCoBase	TC
Coeff. Det.	.13	.08
Std. Error	1.27	1.26

	BonCoBase	TC
Slope	.08697	.06495
Y-Int	1.58356	1.62881

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	VICE PRESIDENT	$ 70.0	$ 15.9	$ 85.9				
	REG. V.P./MGR.	59.7	6.2	65.9		$ 43.6	$ 55.0	$ 66.5
	VICE PRESIDENT	53.7	0.0	53.7		42.3	57.0	71.7
	ASST. V.P./DIR	52.2	5.2	57.4				
	MANAGER				$ 51.2	43.4	55.3	67.8
	VICE PRESIDENT				51.0	37.0	47.1	57.3
	MANAGER				48.9			
	MANAGER	48.9	1.1	50.0		41.9	52.3	62.8
	ASST. V.P./DIR	45.1	1.7	46.8		40.3	48.4	56.7
	MANAGER				45.0	37.0	46.2	55.4
		44.0	6.0	50.0		37.5	45.0	50.0
					42.9			
	MANAGER				42.8	37.8	48.1	59.0
	MANAGER				42.0	33.5	41.7	49.9
	MANAGER	38.9	1.8	40.7				
	NO IN POSITION: 76							
$ 245.9	WEIGHTED GROUP AVG:	$ 51.7	$ 3.5	$ 55.2	$ 46.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

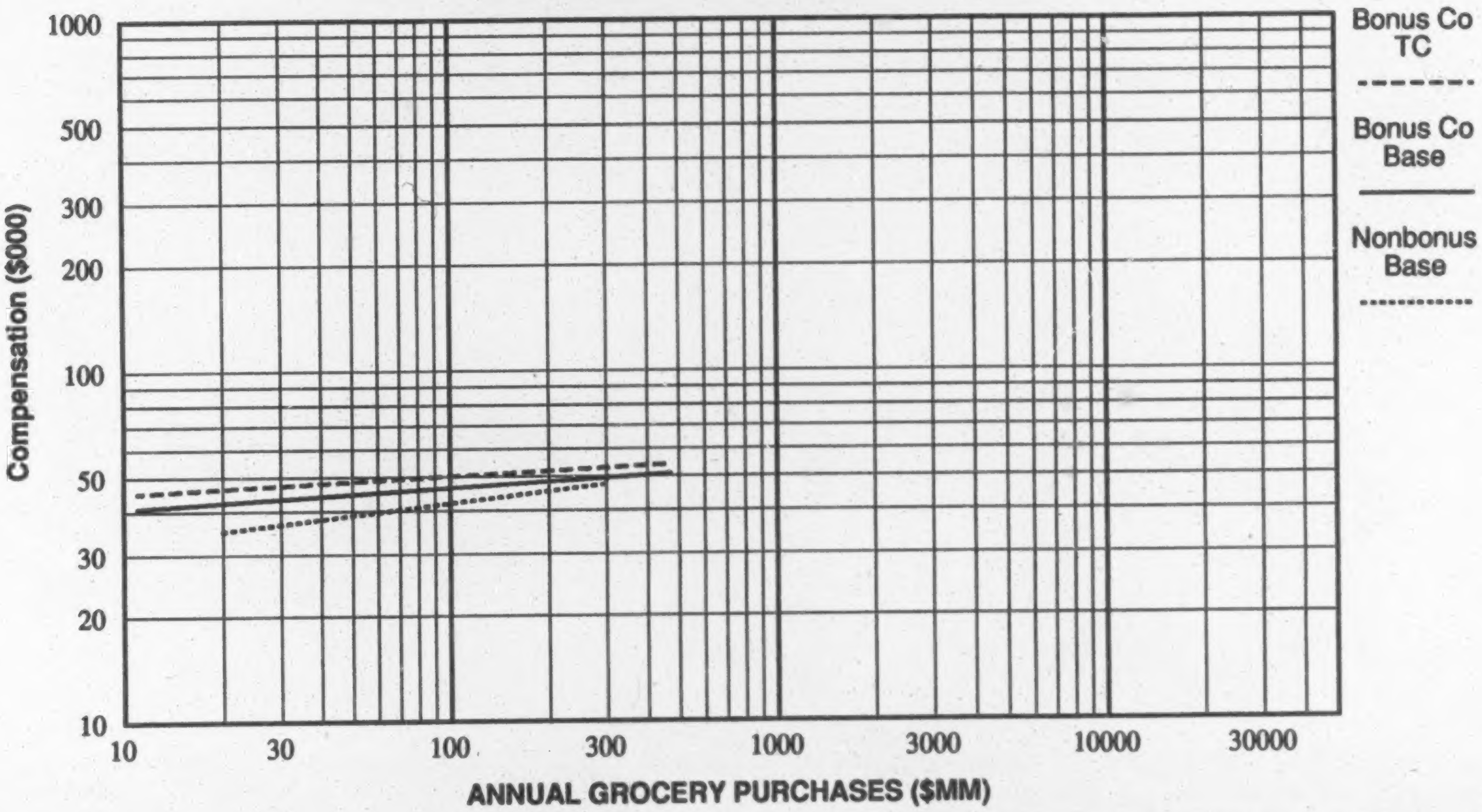
SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	SENIOR V.P.	$ 60.0	$ 0.0	$ 60.0		$ 36.0	$ 48.0	$ 60.0
AND BELOW	DIV. V.P./MGR.	52.5	9.2	61.7		38.3	47.8	57.7
	GROUP EXEC.	52.1	4.0	56.1				
	ASST. V.P./DIR	50.3	7.3	57.6		48.9	60.2	71.3
					$ 50.1			
	MANAGER	46.6	1.4	48.0		50.6	61.8	73.0
	ASST. V.P./DIR				45.4	40.2	49.3	58.3
	GROUP EXEC.	45.0	7.0	52.0				
	VICE PRESIDENT	43.7	2.1	45.8		35.4	44.2	53.0
	ASST. V.P./DIR				43.3	34.8	43.6	52.5
	EXEC. V.P.	43.2	7.1	50.3				
		42.9	0.0	42.9				
	GROUP EXEC.				42.0			
		40.9	2.7	43.6		29.6	37.1	44.6
	MANAGER				39.6	31.1	38.9	46.7
	VICE PRESIDENT				37.4	30.2	37.7	45.2
	VICE PRESIDENT				34.5	23.5		43.7
	MANAGER	33.6	1.6	35.2				
	GROUP EXEC.	33.1	3.1	36.2		29.7		39.9
	MANAGER				26.5	27.9	35.5	43.1
	NO IN POSITION: 75							
$ 46.3	WEIGHTED GROUP AVG:	$ 43.4	$ 3.2	$ 46.6	$ 38.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 60.6	$ 12.5	$ 73.1		$ 52.0	$ 65.1	
	ASST. V.P./DIR	59.7	20.0	79.7				
	VICE PRESIDENT				$ 58.8	45.0	59.5	68.0
	ASST. V.P./DIR	51.8	0.0	51.8				
	SENIOR V.P.	49.7	0.0	49.7				
	ASST. V.P./DIR	49.6	0.0	49.6		34.5	43.1	51.7
	ASST. V.P./DIR	49.1	0.0	49.1		41.5	49.9	58.2
	VICE PRESIDENT	43.6	0.0	43.6		31.2	35.2	39.2
	VICE PRESIDENT				42.2			
	GROUP EXEC.				41.6			
	ASST. V.P./DIR				40.9	33.7	42.5	50.4
	ASST. V.P./DIR	40.7	6.9	47.6		31.1	37.6	43.4
	MANAGER	40.0	1.9	41.9		38.6	51.5	64.4
	MANAGER				38.7	33.5	39.7	46.1
	DIV. V.P./MGR.	36.8	5.1	41.9		26.3	40.5	54.6
	DIST.MANAGER				34.6			
	MANAGER				33.8	31.8	41.4	50.9
	DIV. V.P./MGR.				31.9			
	CEO/PRESIDENT	28.7	0.0	28.7				
	NO IN POSITION: 123							
	WEIGHTED GROUP AVG:	$ 48.1	$ 7.4	$ 55.5	$ 36.2			
	NO IN POSITION: 274							
$ 146.8	POSITION AVERAGE:	$ 48.1	$ 4.7	$ 52.8	$ 38.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 34: GROCERY BUYER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.15	.09	.24
Std. Error	1.17	1.18	1.17

	BonCoBase	TC	Nonbonus
Slope	.05717	.04807	.11038
Y-Int	1.55262	1.60460	1.40318

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$70.0 AND ABOVE	VICE PRESIDENT	$ 62.5	$ 15.2	$ 77.7				
	REG. V.P./MGR.	60.5	6.8	67.3		$ 43.6	$ 55.0	$ 66.5
	VICE PRESIDENT	55.8	0.0	55.8		49.1	60.4	71.7
	MANAGER				$ 55.2	43.4	55.3	67.8
	ASST. V.P./DIR	52.8	5.2	58.0				
	VICE PRESIDENT				48.3	32.7		57.3
	ASST. V.P./DIR				48.3	40.2	49.3	58.3
	ASST. V.P./DIR				46.5	36.3	46.3	56.3
		43.0	7.0	50.0		38.5	40.0	44.0
	MANAGER				40.3	33.5	41.7	49.9
	MANAGER	34.7	1.7	36.4				
	NO IN POSITION:	28						
$ 116.2	WEIGHTED GROUP AVG:	$ 50.8	$ 4.7	$ 55.5	$ 47.2			

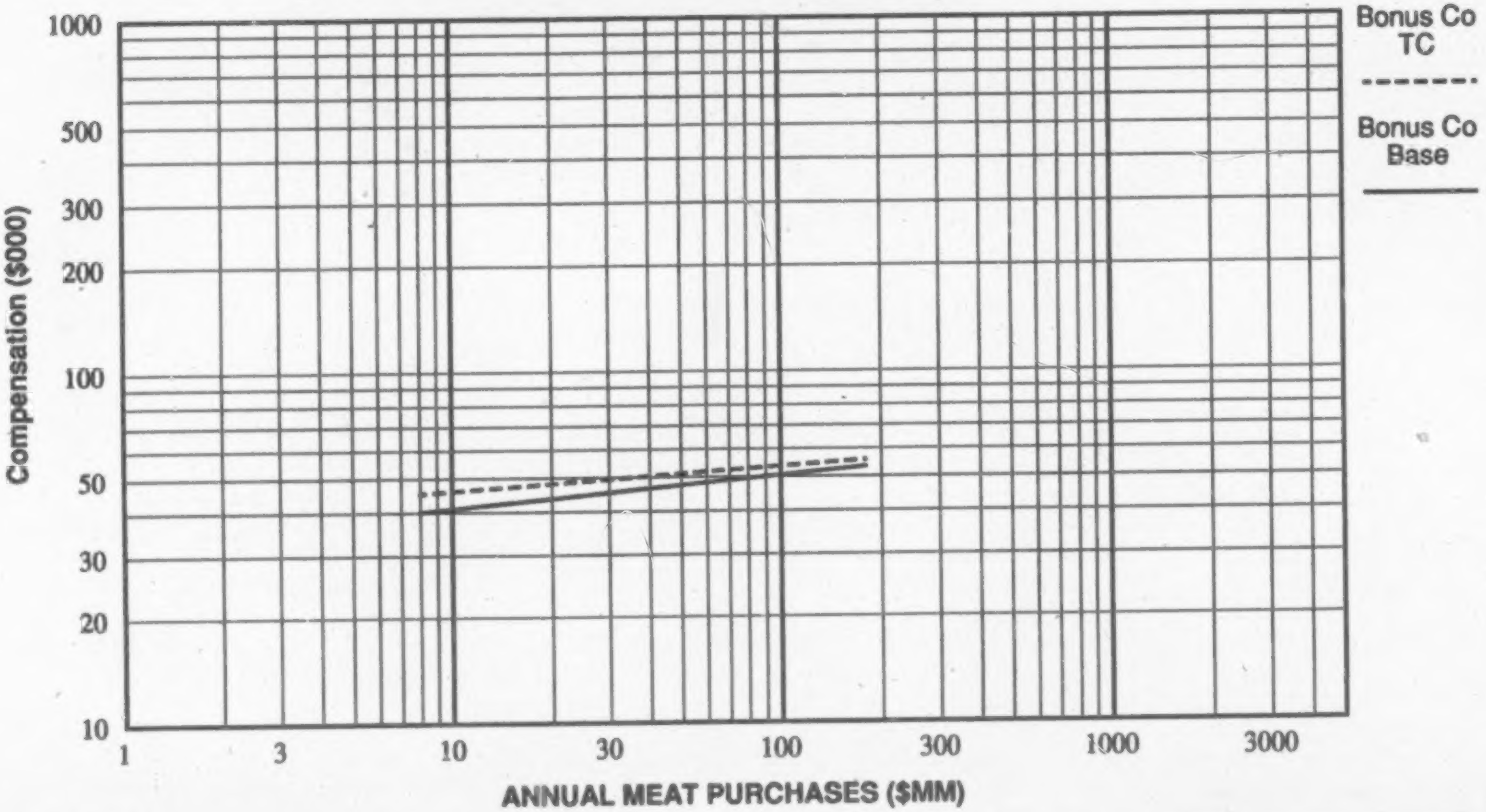
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$69.9 AND BELOW	VICE PRESIDENT	$ 52.0	$ 2.4	$ 54.4		$ 41.2	$ 51.5	$ 61.8
		51.7	0.0	51.7				
	MANAGER	50.2	1.5	51.7		50.6	61.8	73.0
	ASST. V.P./DIR	49.2	6.5	55.7		44.7	54.5	64.4
	CEO/PRESIDENT	48.1	5.4	53.5				
		47.9	3.1	51.0		33.1	40.1	48.3
	DIV. V.P./MGR.	47.2	8.6	55.8		35.4	44.2	53.0
	ASST. V.P./DIR				$ 44.7	32.4	40.5	48.6
	VICE PRESIDENT				41.9			
					40.9			
	MANAGER	36.4	1.4	37.8				
	MANAGER				36.3	31.7	39.6	47.6
	MANAGER	36.3	2.9	39.2		33.1	42.0	51.0
	GROUP EXEC.	33.1	3.5	36.6				
	NO IN POSITION: 27							
$ 31.9	WEIGHTED GROUP AVG:	$ 44.5	$ 3.0	$ 47.5	$ 40.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 66.5			
	VICE PRESIDENT	$ 64.6	$ 14.2	$ 78.8		$ 52.0	$ 65.1	
	ASST. V.P./DIR	63.7	0.0	63.7		44.9	56.1	67.3
	SENIOR V.P.	60.1	0.0	60.1				
	ASST. V.P./DIR	58.7	19.3	78.0				
	ASST. V.P./DIR	56.4	0.0	56.4				
	MANAGER	52.6	2.5	55.1		38.6	51.5	64.4
	ASST. V.P./DIR	49.8	0.0	49.8		34.5	43.1	57.1
	GROUP EXEC.				49.2			
	ASST. V.P./DIR	46.5	10.0	56.5		35.0	41.1	48.0
	ASST. V.P./DIR				44.7	36.7	45.9	55.1
	VICE PRESIDENT	43.6	0.0	43.6				
	DIV. V.P./MGR.				39.5			
	ASST. V.P./DIR	37.6	4.0	41.6		26.3	32.4	38.5
	GROUP EXEC.				35.6			
	MANAGER				34.1	31.8	38.2	44.5
	NO IN POSITION: 46							
	WEIGHTED GROUP AVG:	$ 55.1	$ 8.8	$ 63.9	$ 38.2			
	NO IN POSITION: 101							
$ 74.9	POSITION AVERAGE:	$ 49.9	$ 5.4	$ 55.3	$ 40.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 35: MEAT BUYER



	BonCoBase	TC
Coeff. Det.	.16	.11
Std. Error	1.20	1.19

	BonCoBase	TC
Slope	.09132	.06728
Y-Int	1.52007	1.59472

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND ABOVE	REG. V.P./MGR.	$ 54.4	$ 5.7	$ 60.1		$ 43.6	$ 55.0	$ 66.5
	MANAGER	52.9	1.5	54.4		41.9	52.3	62.8
	ASST. V.P./DIR				$ 52.0	36.3	46.3	56.3
	VICE PRESIDENT				51.7	32.7		57.3
	MANAGER				51.3	43.4	55.2	67.8
	VICE PRESIDENT	50.0	0.0	50.0		42.3	57.0	71.7
	VICE PRESIDENT	50.0	2.5	52.5				
	ASST. V.P./DIR	47.7	2.3	50.0		38.2	47.8	57.4
	MANAGER				47.0	42.3	51.1	59.9
	MANAGER				45.7	37.8	48.1	59.0
		35.4	2.3	37.7		29.6	37.1	44.6
	MANAGER	33.7	3.0	36.7		27.9	35.5	43.1
	ASST. V.P./DIR				32.5	32.3	39.6	46.8
	NO IN POSITION: 31							
$ 70.8	WEIGHTED GROUP AVG:	$ 48.6	$ 2.5	$ 51.1	$ 48.3			

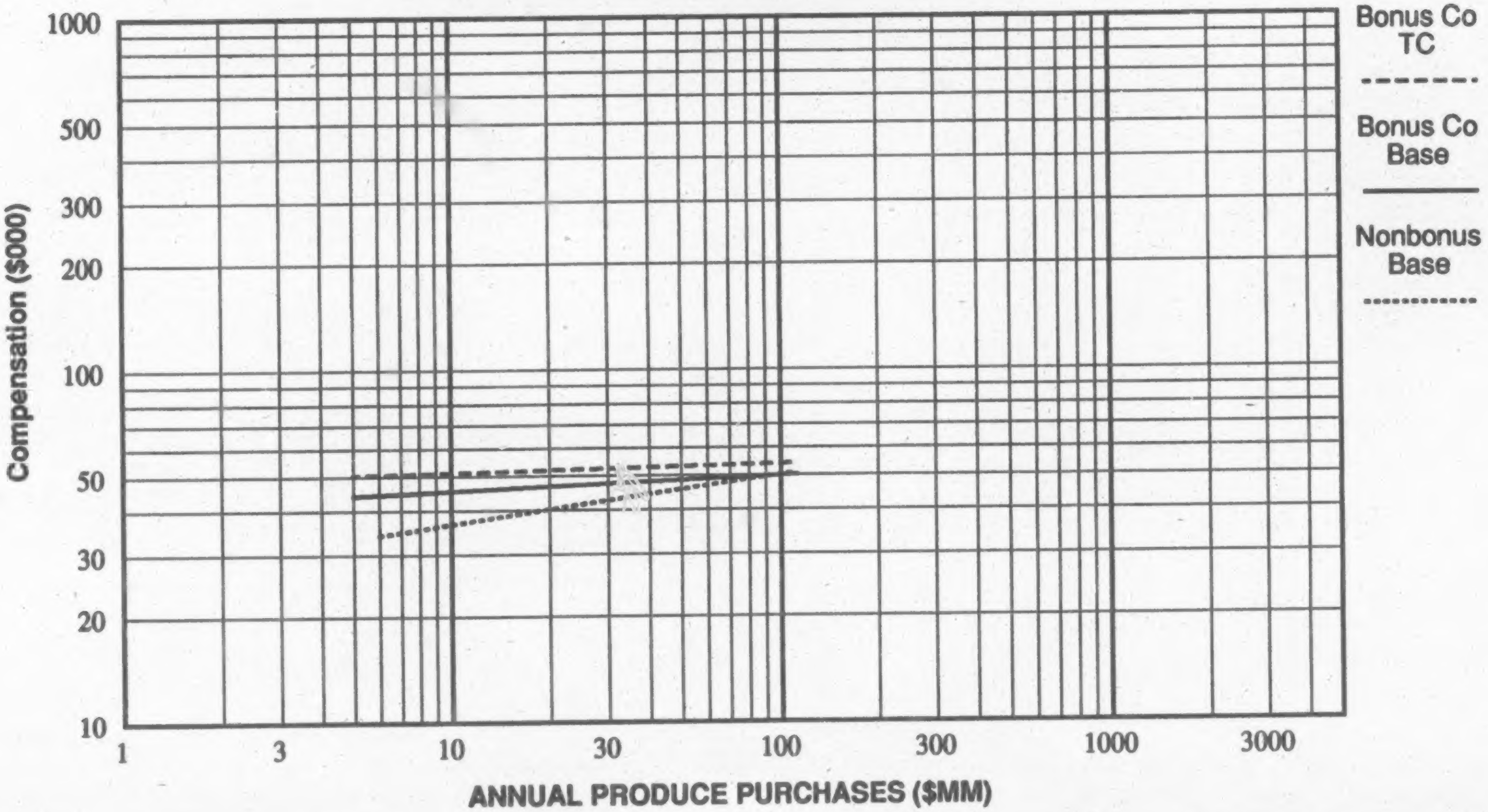
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9 AND BELOW	VICE PRESIDENT	$ 57.4	$ 0.7	$ 58.1				
	ASST. V.P./DIR	55.0	5.5	60.5				
	MANAGER	54.3	1.6	55.9		$ 44.8	$ 54.4	$ 64.1
	ASST. V.P./DIR	48.3	6.1	54.4		44.7	54.5	64.4
	MANAGER				$ 44.3			
	MANAGER	43.6	2.5	46.1				
		42.5	7.5	50.0		38.5	41.0	43.0
	CEO/PRESIDENT	41.9	8.3	50.2				
					40.0			
	MANAGER				39.7	33.5	41.7	49.9
	ASST. V.P./DIR				39.5	24.5	30.6	36.7
	MANAGER				39.1	31.7	39.6	47.6
	VICE PRESIDENT				38.7			
	GROUP EXEC.				25.0			
	NO IN POSITION: 35							
$ 12.4	WEIGHTED GROUP AVG:	$ 50.4	$ 3.7	$ 54.1	$ 39.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 72.5	$ 5.0	$ 77.5		$ 48.5	$ 60.6	$ 72.7
	VICE PRESIDENT				$ 62.5	50.0		75.0
	VICE PRESIDENT	61.0	13.2	74.2		52.0	65.1	
	SENIOR V.P.	60.1	0.0	60.1				
	ASST. V.P./DIR	48.9	14.0	62.9				
	ASST. V.P./DIR				47.4	36.6	45.8	55.0
	ASST. V.P./DIR	47.2	0.0	47.2		34.5	43.1	51.7
	VICE PRESIDENT				46.5			
	ASST. V.P./DIR	46.5	0.0	46.5				
	ASST. V.P./DIR	44.8	7.5	52.3		35.1	41.1	48.0
	ASST. V.P./DIR	44.0	5.4	49.4		26.3	32.4	38.5
	ASST. V.P./DIR				44.0	37.8	47.3	56.8
	MANAGER	40.0	1.9	41.9		38.6	51.5	64.4
	GROUP EXEC.				38.7			
	DIV. V.P./MGR.				37.1			
	C.O.O.				36.2			
	MANAGER				33.7	27.9	39.4	50.9
	NO IN POSITION: 69							
	WEIGHTED GROUP AVG:	$ 51.9	$ 9.0	$ 60.9	$ 40.9			
	NO IN POSITION: 135							
$ 39.8	POSITION AVERAGE:	$ 50.4	$ 5.5	$ 55.9	$ 41.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 36: PRODUCE BUYER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.08	.08	.54
Std. Error	1.14	1.08	1.16

	BonCoBase	TC	Nonbonus
Slope	.04231	.02271	.13693
Y-Int	1.61366	1.68661	1.42767

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0	ASST. V.P./DIR	$ 60.0	$ 6.0	$ 66.0				
AND BELOW	GROUP EXEC.	58.1	5.0	63.1				
	MANAGER				$ 54.5	$ 37.0	$ 47.1	$ 57.3
	MANAGER	45.0	1.4	46.4		41.9	52.3	62.8
	ASST. V.P./DIR				44.7	40.2	49.3	58.3
	MANAGER	43.0	2.6	45.6				
	C.O.O.	40.6	6.5	47.1				
					40.0			
	MANAGER				39.5	31.1	38.9	46.7
	ASST. V.P./DIR				35.0	34.8	43.6	52.5
	GROUP EXEC.	31.0	2.8	33.8				
	VICE PRESIDENT				24.5	24.5	30.6	36.7
	NO IN POSITION: 12							
$ 70.7	WEIGHTED GROUP AVG:	$ 46.3	$ 4.0	$ 50.3	$ 39.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 76.0	$ 7.0	$ 83.0		$ 53.3	$ 66.6	$ 80.0
	VICE PRESIDENT	70.7	18.8	89.5		63.6	79.5	
	ASST. V.P./DIR	52.7	10.3	63.0				
	VICE PRESIDENT				$ 50.0			
	MANAGER				49.0			
	ASST. V.P./DIR	45.6	0.0	45.6				
	ASST. V.P./DIR				44.2	36.7	45.9	55.1
	GROUP EXEC.				41.1			
	DIV. V.P./MGR.				40.5			
	ASST. V.P./DIR	40.0	0.0	40.0		35.1	41.1	48.0
	ASST. V.P./DIR	38.6	0.0	38.6		34.5	43.1	51.7
	VICE PRESIDENT				37.6			
	DIV. V.P./MGR.	33.2	3.6	36.8		23.1	27.4	31.7
		30.4	0.0	30.4				
	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	$ 49.3	$ 6.0	$ 55.3	$ 43.7			
	NO IN POSITION: 28							
$ 70.7	POSITION AVERAGE:	$ 48.1	$ 5.3	$ 53.4	$ 41.7			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION 38 - DAIRY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$225.0 AND BELOW	VICE PRESIDENT				$ 59.8	$ 37.0	$ 47.1	$ 57.3
	MANAGER	$ 52.0	$ 1.5	$ 53.5		41.9	52.3	62.8
					48.1			
	ASST. V.P./DIR				44.7	40.2	49.3	58.3
	C.O.O.	40.6	6.5	47.1				
	VICE PRESIDENT				30.1	24.5	30.6	36.7
	NO IN POSITION:	7						
$ 89.9	WEIGHTED GROUP AVG:	$ 48.2	$ 3.2	$ 51.4	$ 45.7			
NO SCOPE REPORTED	VICE PRESIDENT	$ 58.1	$ 12.4	$ 70.5		$ 52.0	$ 65.1	
	ASST. V.P./DIR	57.4	18.7	76.1				
	ASST. V.P./DIR	50.4	0.0	50.4				
	ASST. V.P./DIR	45.8	0.0	45.8		34.5	43.1	51.7
	VICE PRESIDENT	42.8	5.1	47.9		28.8	37.2	45.5
	VICE PRESIDENT				$ 42.6			
	GROUP EXEC.				42.1			
	DIV. V.P./MGR.				34.3			
	ASST. V.P./DIR				33.8	32.8	40.9	48.9
		28.1	0.0	28.1				
	NO IN POSITION:	11						
	WEIGHTED GROUP AVG:	$ 48.6	$ 7.8	$ 56.4	$ 38.2			
	NO IN POSITION:	18						
$ 89.9	POSITION AVERAGE:	$ 48.5	$ 6.4	$ 54.9	$ 41.9			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

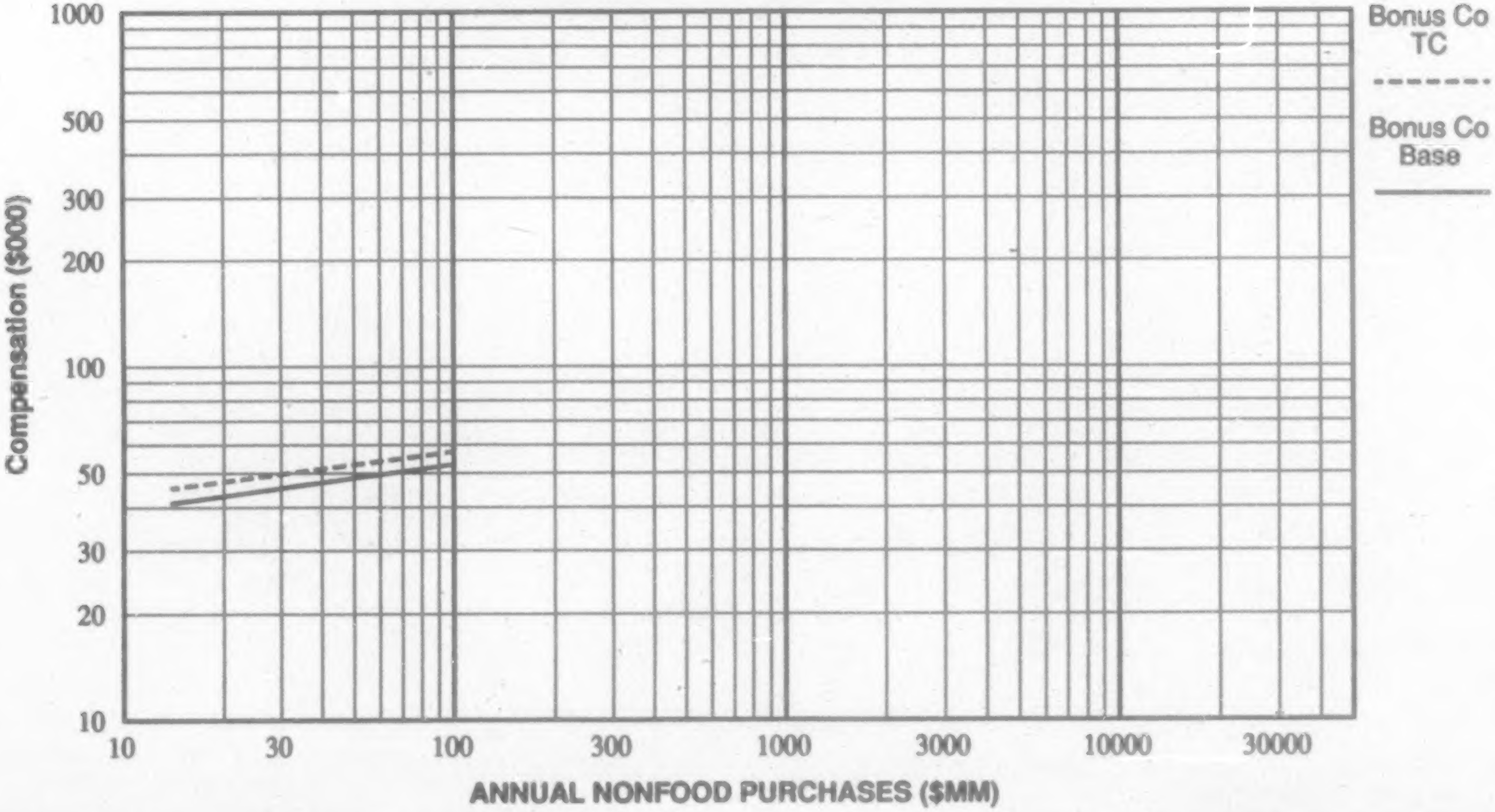
SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0 AND BELOW	VICE PRESIDENT	$ 60.0	$ 11.2	$ 71.2				
	REG. V.P./MGR.	59.9	6.0	65.9		$ 43.6	$ 55.0	$ 66.5
	MANAGER	53.4	1.7	55.1		53.6	65.6	77.6
	ASST. V.P./DIR	52.3	2.4	54.7		41.2	51.5	61.8
	MANAGER	50.5	1.4	51.9		41.9	52.3	62.8
	DIV. V.P./MGR.	50.2	9.4	59.6		37.9	47.4	56.8
					$ 49.4			
	ASST. V.P./DIR	48.7	4.9	53.6				
	ASST. V.P./DIR				43.5	36.2	44.4	52.5
		43.0	7.0	50.0		40.0	43.0	45.3
	VICE PRESIDENT				42.4	24.5	30.6	36.7
	MANAGER				38.0	34.3	42.9	51.5
	MANAGER				38.0	33.5	41.7	49.9
	MANAGER				37.5	34.9	41.8	51.3
	GROUP EXEC.				37.0			
		36.1	0.0	36.1				
	MANAGER	34.6	5.5	40.1				
	VICE PRESIDENT				30.2	28.0		32.4
	MANAGER				25.7	27.9	35.5	43.1
	NO IN POSITION: 66							
$ 39.1	WEIGHTED GROUP AVG:	$ 49.6	$ 3.9	$ 53.5	$ 38.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.0	$ 15.0	$ 76.0		$ 52.0	$ 65.1	
	ASST. V.P./DIR	59.2	19.0	78.2				
	ASST. V.P./DIR	52.8	0.0	52.8		34.5	43.1	51.7
	ASST. V.P./DIR	49.5	7.2	56.7		48.9	60.2	71.3
	ASST. V.P./DIR	49.5	0.0	49.5				
	SENIOR V.P.				$ 48.6			
	MANAGER	46.9	2.2	49.1		38.6	51.5	64.4
	MANAGER				45.4	32.7		57.3
	ASST. V.P./DIR				45.1	34.8	43.6	52.5
	MANAGER				41.9			
	ASST. V.P./DIR	41.0	6.9	47.9		35.1	41.1	48.0
	DIV. V.P./MGR.				40.5			
	SENIOR V.P.	37.7	0.0	37.7				
	GROUP EXEC.				37.1			
	ASST. V.P./DIR				35.6	30.7	38.2	45.7
	ASST. V.P./DIR	35.0	5.5	40.5		26.3	32.4	38.5
	MANAGER	24.7	0.0	24.7				
	NO IN POSITION: 55							
	WEIGHTED GROUP AVG:	$ 51.9	$ 11.1	$ 62.9	$ 41.2			
	NO IN POSITION: 121							
$ 39.1	POSITION AVERAGE:	$ 50.6	$ 7.2	$ 57.8	$ 39.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 39: NONFOOD BUYER



	BonCoBase	TC
Coeff. Det.	.22	.13
Std. Error	1.20	1.24

	BonCoBase	TC
Slope	.12970	.11869
Y-Int	1.46524	1.52098

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0	MANAGER	$ 56.8	$ 1.7	$ 58.5		$ 41.9	$ 52.3	$ 62.8
AND BELOW	VICE PRESIDENT	55.0	6.3	61.3				
	ASST. V.P./DIR	53.3	5.3	58.6				
		51.7	13.3	65.0		40.0	50.0	51.7
	ASST. V.P./DIR	50.3	6.7	57.0		44.7	54.5	64.4
	ASST. V.P./DIR				$ 50.0	29.4	36.8	44.2
	VICE PRESIDENT				47.9	42.3	51.8	61.3
	ASST. V.P./DIR				42.5	34.8	43.6	52.5
		41.1	0.0	41.1				
	C.O.O.	40.6	6.5	47.1				
	MANAGER				40.3	31.1	38.9	46.7
					40.0			
	MANAGER				34.8	33.5	41.7	49.9
	MANAGER				34.1	32.7	41.0	49.1
	MANAGER				24.2	27.9	35.5	43.1
	NO IN POSITION: 19							
$ 33.9	WEIGHTED GROUP AVG:	$ 50.3	$ 5.7	$ 56.0	$ 39.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.0	$ 13.2	$ 74.2		$ 52.0	$ 65.1	
	MANAGER				$ 57.6	37.0	47.1	57.3
	VICE PRESIDENT	53.0	2.4	55.4		44.6	55.7	66.8
	ASST. V.P./DIR	48.8	0.0	48.8		34.5	43.1	51.7
	ASST. V.P./DIR	47.8	0.0	47.8		38.5	46.2	53.9
	ASST. V.P./DIR				43.5	36.7	45.9	55.1
	DIV. V.P./MGR.				31.2			
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 52.7	$ 3.9	$ 56.6	$ 44.1			
	NO IN POSITION: 26							
$ 33.9	POSITION AVERAGE:	$ 51.0	$ 5.2	$ 56.2	$ 40.5			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - BAKERY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$125.0	ASST. V.P./DIR	$ 66.0	$ 6.6	$ 72.6				
AND BELOW	GROUP EXEC.	58.1	5.0	63.1				
	VICE PRESIDENT	54.6	0.0	54.6		$ 42.3	$ 63.4	$ 84.4
	MANAGER	51.9	0.9	52.8		41.9	52.3	62.8
	ASST. V.P./DIR	50.1	7.3	57.4		46.8	57.3	67.8
	VICE PRESIDENT				$ 49.7	37.0	47.1	57.1
		47.0	13.0	60.0		40.0	45.0	47.0
	CEO/PRESIDENT	42.4	2.0	44.4				
					40.0			
	MANAGER				39.1	37.0	46.2	55.4
	ASST. V.P./DIR				33.2	29.4	36.8	44.2
	NO IN POSITION: 12							
$ 30.3	WEIGHTED GROUP AVG:	$ 53.1	$ 4.3	$ 57.4	$ 40.5			
NO SCOPE	VICE PRESIDENT				$ 46.7			
REPORTED	ASST. V.P./DIR				43.5	$ 36.7	$ 45.9	$ 55.1
	DIV. V.P./MGR.				32.4			
	ASST. V.P./DIR	$ 28.3	$ 3.2	$ 31.5		20.5	23.7	26.9
	ASST. V.P./DIR	27.9	4.6	32.5				
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 28.1	$ 3.9	$ 32.0	$ 37.5			
	NO IN POSITION: 19							
$ 30.3	POSITION AVERAGE:	$ 48.1	$ 4.3	$ 52.3	$ 38.8			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE OPERATIONS EXECUTIVE

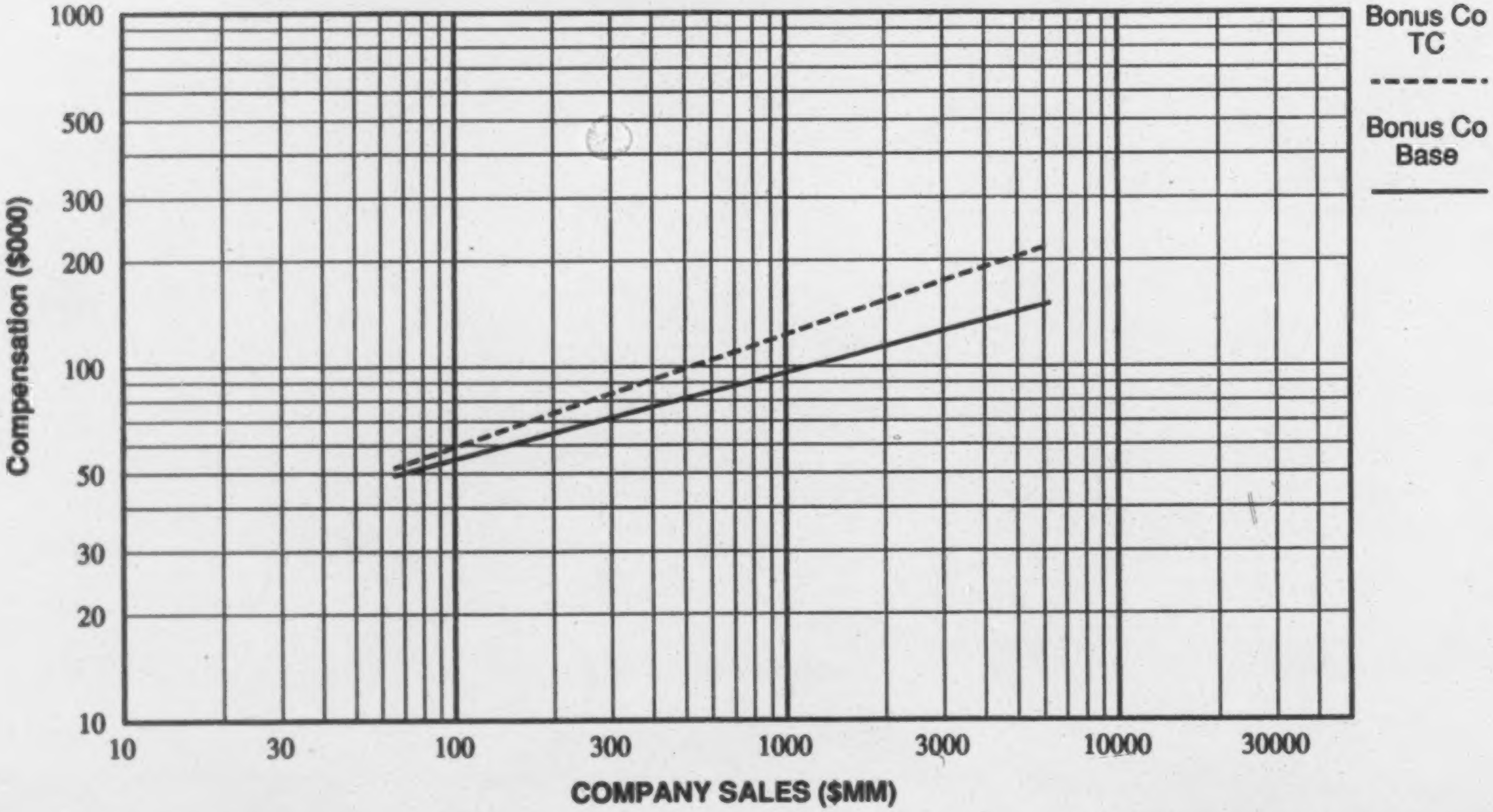
Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE - COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0	EXEC. V.P.	$240.0	$120.0	$360.0				
AND ABOVE	C.O.O.	223.8	128.1	351.9		$196.9	$246.1	
	BOARD OF DIR.	170.6	64.6	235.2				
	C.O.O.	144.0	15.0	159.0		131.0	163.8	196.6
	C.O.O.	140.1	111.3	251.4				
	C.O.O.	140.0	8.9	148.9		170.8	226.5	282.2
	EXEC. V.P.	128.0	0.0	128.0		96.8	121.0	145.2
		126.0	8.8	134.8		82.4	106.3	130.2
	DIV. V.P./MGR.	106.0	32.5	138.5				
	C.O.O.	102.9	104.0	206.9				
	CEO/PRESIDENT	100.5	0.0	100.5				
	SENIOR V.P.				$100.0			
	VICE PRESIDENT	100.0	24.0	124.0				
	CEO/PRESIDENT	90.0	10.0	100.0		85.0	88.0	90.0
	CEO/PRESIDENT	87.0	4.6	91.6				
	NO IN POSITION: 17							
$ 3141.9	WEIGHTED GROUP AVG:	$131.9	$ 43.6	$175.5	$100.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	C.O.O.	$160.0	$ 48.0	$208.0				
AND BELOW	CEO/PRESIDENT	127.4	30.6	158.0		$ 94.6	$118.3	$142.0
					$109.8			
	CEO/PRESIDENT	102.0	0.0	102.0		77.0	96.3	115.5
	C.O.O.	100.4	41.9	142.3		112.5	145.7	178.5
	CEO/PRESIDENT	96.2	21.0	117.2				
	C.O.O.	84.0	44.5	128.5		73.0	89.4	105.9
	EXEC. V.P.				75.4			
	CEO/PRESIDENT	73.4	17.7	91.1		70.5	87.7	104.9
	VICE PRESIDENT	68.7	12.0	80.7		55.4	69.2	75.5
	C.O.O.	65.0	0.0	65.0				
	BOARD OF DIR.				65.0			
	C.O.O.	61.7	5.0	66.7				
	C.O.O.	61.0	5.0	66.0				
		60.0	15.0	75.0		50.0	65.0	80.0
	BOARD OF DIR.	60.0	20.0	80.0				
	CEO/PRESIDENT	45.1	14.0	59.1				
	VICE PRESIDENT	40.0	2.0	42.0		37.5	40.0	45.0
	NO IN POSITION: 21							
$ 415.0	WEIGHTED GROUP AVG:	$ 77.1	$ 17.4	$ 94.5	$ 81.4			
	NO IN POSITION: 38							
$ 1635.0	POSITION AVERAGE:	$103.7	$ 30.1	$133.8	$ 85.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 42: TOP STORE OPERATIONS EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.58	.66
Std. Error	1.31	1.34

	BonCoBase	TC
Slope	.24400	.31702
Y-Int	1.25041	1.13923

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0	VICE PRESIDENT	$ 91.0	$ 11.3	$102.3		$ 75.6	$ 94.5	$113.4
AND ABOVE	SENIOR V.P.	71.2	6.0	77.2		53.3	66.6	80.0
	VICE PRESIDENT	64.2	0.0	64.2		49.1	60.4	71.7
	C.O.O.	63.6	2.0	65.6		60.0	74.1	88.1
	EXEC. V.P.				$ 62.4			
		55.3	3.6	58.9		44.3	55.3	66.4
	ASST. V.P./DIR	54.0	13.2	67.2				
		47.0	8.0	55.0		42.0	47.0	50.0
	VICE PRESIDENT				36.1			
	NO IN POSITION:	9						
$ 2597.1	WEIGHTED GROUP AVG:	$ 63.8	$ 6.3	$ 70.1	$ 49.3			

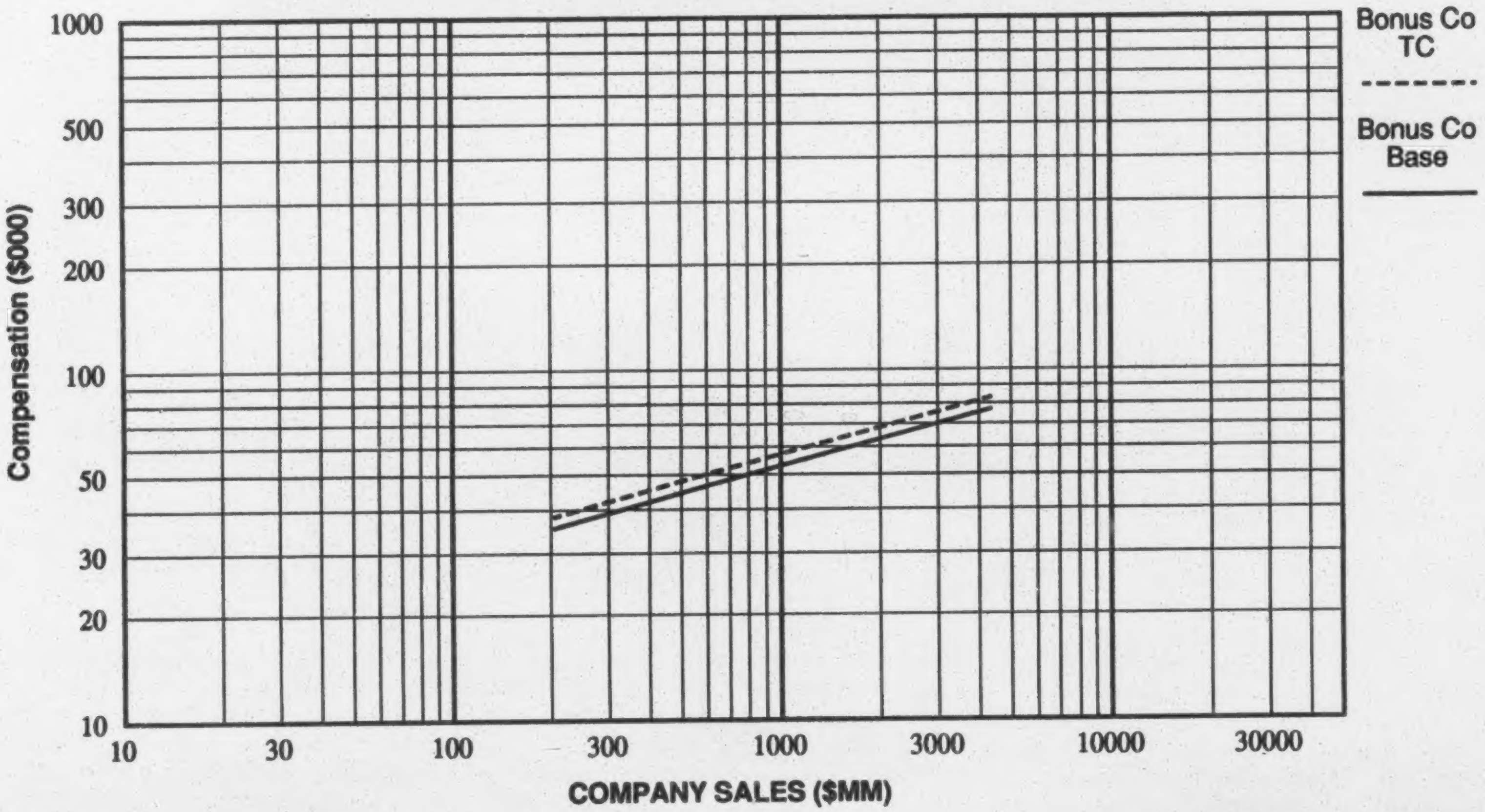
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - TOP STORE MAINTENANCE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	VICE PRESIDENT	$ 87.0	$ 21.7	$108.7				
	C.O.O.				$ 59.0			
	ASST. V.P./DIR				53.4	$ 44.8	$ 54.9	$ 65.0
	VICE PRESIDENT				49.0			
	ASST. V.P./DIR	43.5	5.0	48.5		27.6	35.0	42.3
	EXEC. V.P.				41.8			
	VICE PRESIDENT				40.6			
	GROUP EXEC.	37.9	2.0	39.9				
					33.3	35.0	41.0	47.0
	VICE PRESIDENT				29.6			
	NO IN POSITION: 10							
$ 361.3	WEIGHTED GROUP AVG:	$ 56.1	$ 9.6	$ 65.7	$ 43.8			
	NO IN POSITION: 19							
$ 1420.4	POSITION AVERAGE:	$ 61.5	$ 7.3	$ 68.8	$ 45.0			

FOOD MARKETING INSTITUTE

1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 43: TOP STORE MAINTENANCE EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.87	.86
Std. Error	1.12	1.12

	BonCoBase	TC
Slope	.25440	.25358
Y-Int	0.96101	0.99663

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER

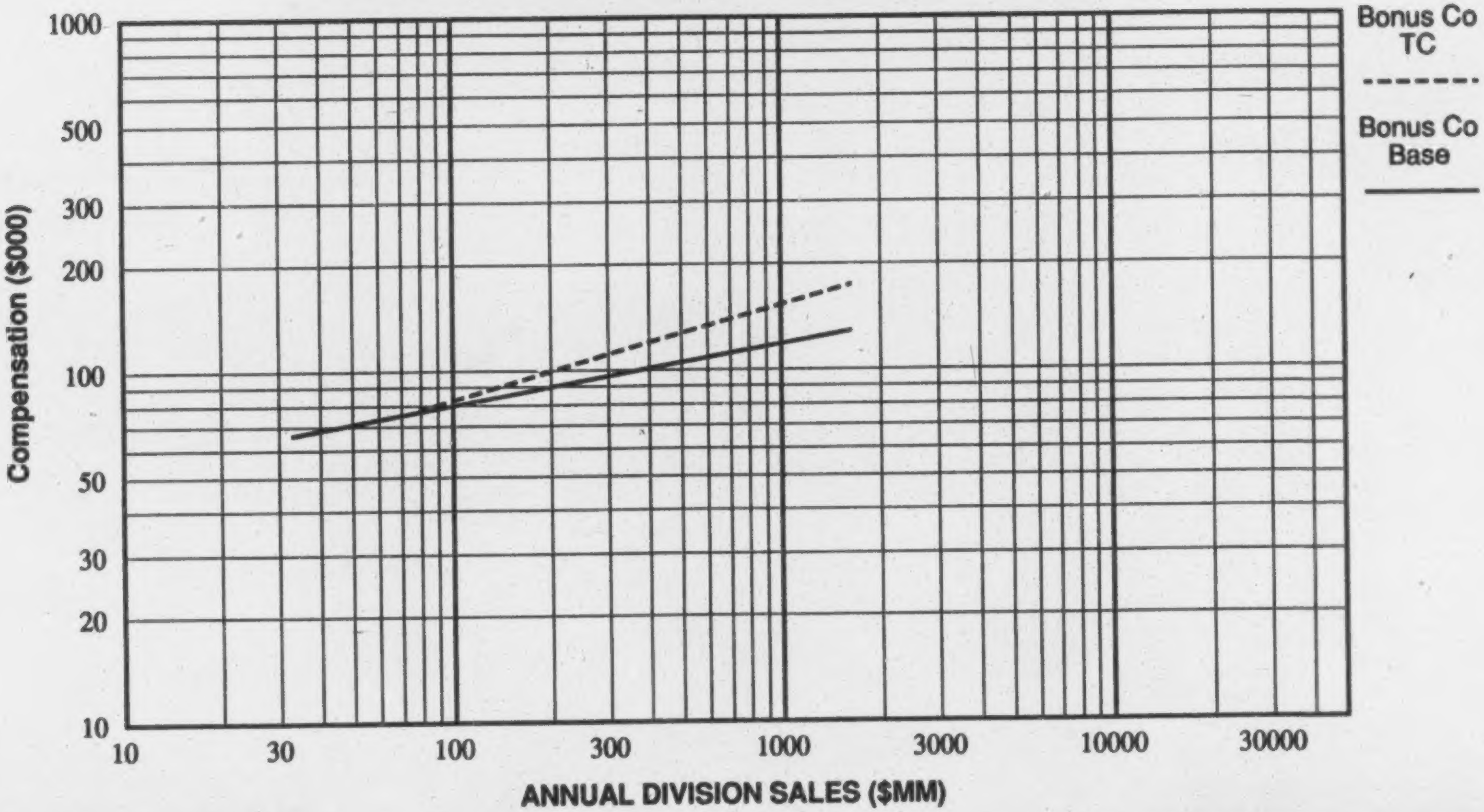
Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$500.0	C.O.O.	$202.3	$ 67.3	$269.6		$259.4	$347.9	$436.7
AND ABOVE	CEO/PRESIDENT	151.8	45.1	196.9		147.3	184.1	221.0
	BOARD OF DIR.	150.9	47.4	198.3		135.3	168.3	201.2
	REG. V.P./MGR.	126.0	9.5	135.5				
	REG. V.P./MGR.	123.2	7.7	130.9				
	SENIOR V.P.	121.5	0.0	121.5		99.9	124.9	149.9
	REG. V.P./MGR.	110.0	4.1	114.1		76.0	96.8	123.5
	SENIOR V.P.	85.1	67.6	152.7		60.2	79.8	99.4
	C.O.O.	75.0	15.9	90.9				
	NO IN POSITION: 23							
$ 994.5	WEIGHTED GROUP AVG:	$129.5	$ 24.6	$154.1				
$499.9	C.O.O.	$130.0	$ 7.2	$137.2				
AND BELOW	CEO/PRESIDENT	114.1	28.5	142.6				
	SENIOR V.P.	93.0	5.9	98.9		$ 98.8	$127.7	$157.0
	C.O.O.				$ 92.0	88.1	110.0	132.0
	EXEC. V.P.	73.8	0.0	73.8		67.3	84.1	100.9
	EXEC. V.P.	63.9	6.1	70.0				
	EXEC. V.P.				61.3			
		58.8	0.0	58.8				
	NO IN POSITION: 21							
$ 231.4	WEIGHTED GROUP AVG:	$ 91.9	$ 12.0	$103.9	$ 79.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	BOARD OF DIR.	$190.0	$ 0.0	$190.0				
	DIV. V.P./MGR.	180.0	52.3	232.3				
	C.O.O.	140.5	40.3	180.8				
		71.2	4.6	75.8		$ 53.6	$ 67.8	$ 82.0
	EXEC. V.P.	69.4	0.0	69.4				
	NO IN POSITION:	16						
	WEIGHTED GROUP AVG:	$107.2	$ 16.6	$123.8				
	NO IN POSITION:	60						
$ 630.3	POSITION AVERAGE:	$112.1	$ 18.6	$130.7	$ 79.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 44: DIVISION GENERAL MANAGER



	BonCoBase	TC
Coeff. Det.	.46	.64
Std. Error	1.27	1.29

	BonCoBase	TC
Slope	.17082	.26739
Y-Int	1.56102	1.38250

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	DIV. V.P./MGR.	$ 62.7	$ 20.4	$ 83.1				
	MANAGER				$ 53.5	$ 37.8	$ 49.7	$ 59.7
	VICE PRESIDENT	53.4	0.0	53.4				
	MANAGER				50.4	37.0	47.1	57.3
	ASST. V.P./DIR	50.2	5.0	55.2				
	MANAGER				49.7	47.7	58.0	68.4
	ASST. V.P./DIR				38.5	30.5	36.6	42.7
	DIV. V.P./MGR.	36.7	1.4	38.1		30.3	36.4	44.6
	VICE PRESIDENT	33.0	1.3	34.3		28.6	34.8	41.1
	DIST.MANAGER				29.7	22.7	28.4	34.1
	NO IN POSITION: 118							
$10569.4	WEIGHTED GROUP AVG:	$ 40.6	$ 2.8	$ 43.4	$ 30.4			

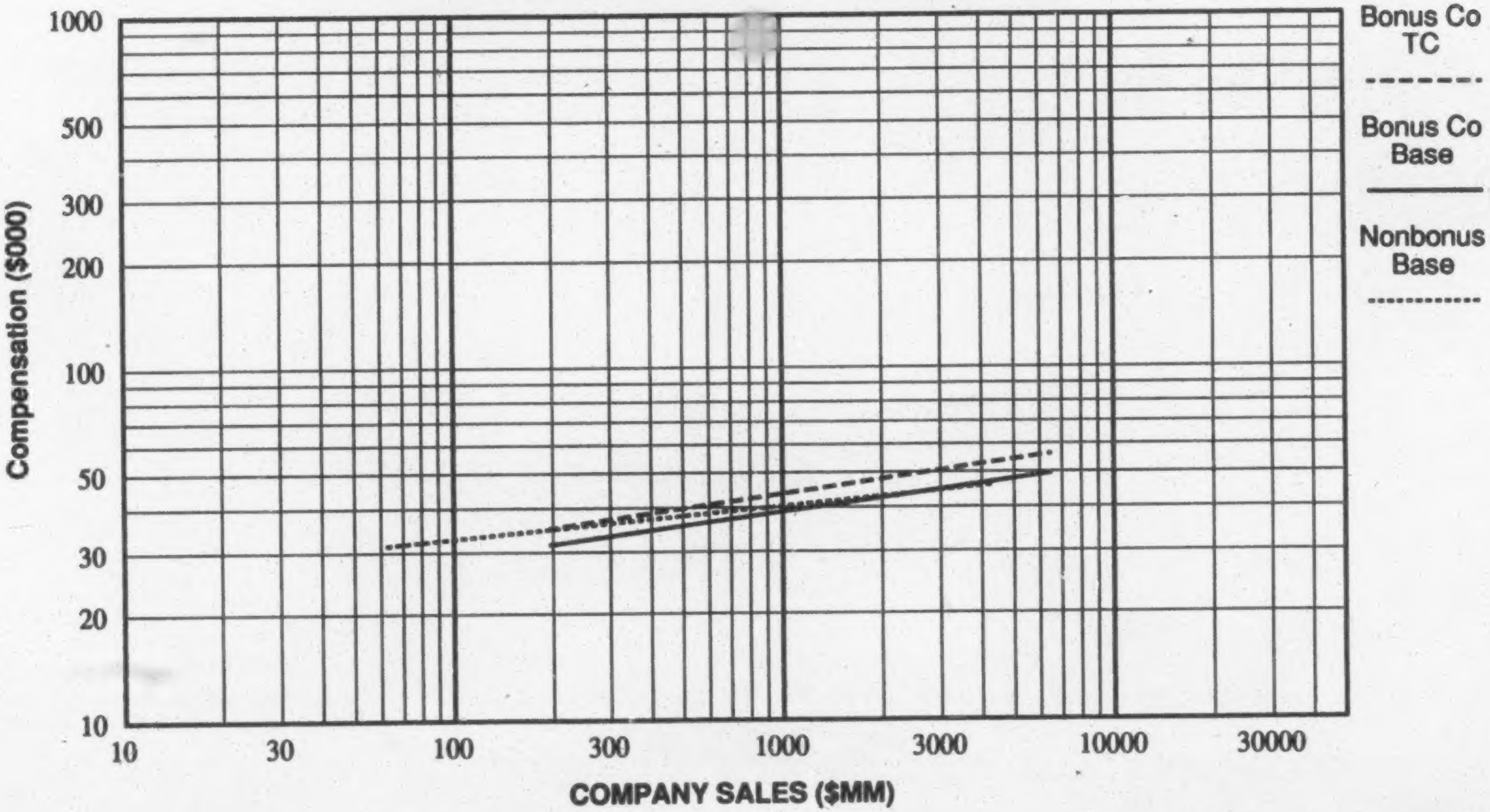
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $500.0	SENIOR V.P.				$ 53.0			
	MANAGER				53.0	$ 44.5	$ 57.9	$ 71.9
	VICE PRESIDENT	$ 49.9	$ 4.8	$ 54.7		36.5	45.6	54.7
	ASST. V.P./DIR				45.2	44.8	54.9	65.0
	ASST. V.P./DIR	44.5	6.6	51.1		40.0	51.2	62.4
	VICE PRESIDENT				43.0	40.7	49.8	58.9
	VICE PRESIDENT	42.8	12.7	55.5		36.0	45.9	55.7
	EXEC. V.P.				41.0			
	MANAGER				40.1	36.8	44.9	53.0
	VICE PRESIDENT				38.9	39.8	48.1	56.1
	VICE PRESIDENT	36.1	5.1	41.2		26.3	32.4	38.5
	ASST. V.P./DIR	33.5	5.6	39.1		27.1	31.5	35.9
	MANAGER				31.4			
	ASST. V.P./DIR	29.2	1.0	30.2		28.1	35.1	42.1
	MANAGER				28.2			
					23.1	20.0	23.1	25.0
	NO IN POSITION:	31						
$ 1084.9	WEIGHTED GROUP AVG:	$ 37.7	$ 4.9	$ 42.6	$ 34.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW					$ 61.8			
	VICE PRESIDENT				60.6			
	MANAGER				49.4			
	VICE PRESIDENT				45.0	$ 26.8	$ 33.5	$ 40.2
	EXEC. V.P.				41.4			
	VICE PRESIDENT	$ 39.8	$ 1.1	$ 40.9		33.1	41.4	49.7
	CEO/PRESIDENT	31.5	3.2	34.7				
	C.O.O.	30.0	0.0	30.0				
	MANAGER	29.9	2.0	31.9				
	GROUP EXEC.	29.9	0.0	29.9				
					29.4			
	C.O.O.				27.5			
	NO IN POSITION: 12							
$ 259.4	WEIGHTED GROUP AVG:	$ 32.2	$ 1.3	$ 33.5	$ 45.0			
	NO IN POSITION: 161							
$ 7974.7	POSITION AVERAGE:	$ 38.4	$ 3.2	$ 41.6	$ 31.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 45: SCANNING COORDINATOR



	BonCoBase	TC	Nonbonus
Coeff. Det.	.35	.31	.16
Std. Error	1.23	1.29	1.27

	BonCoBase	TC	Nonbonus
Slope	.12916	.13503	.09052
Y-Int	1.20242	1.23582	1.33407

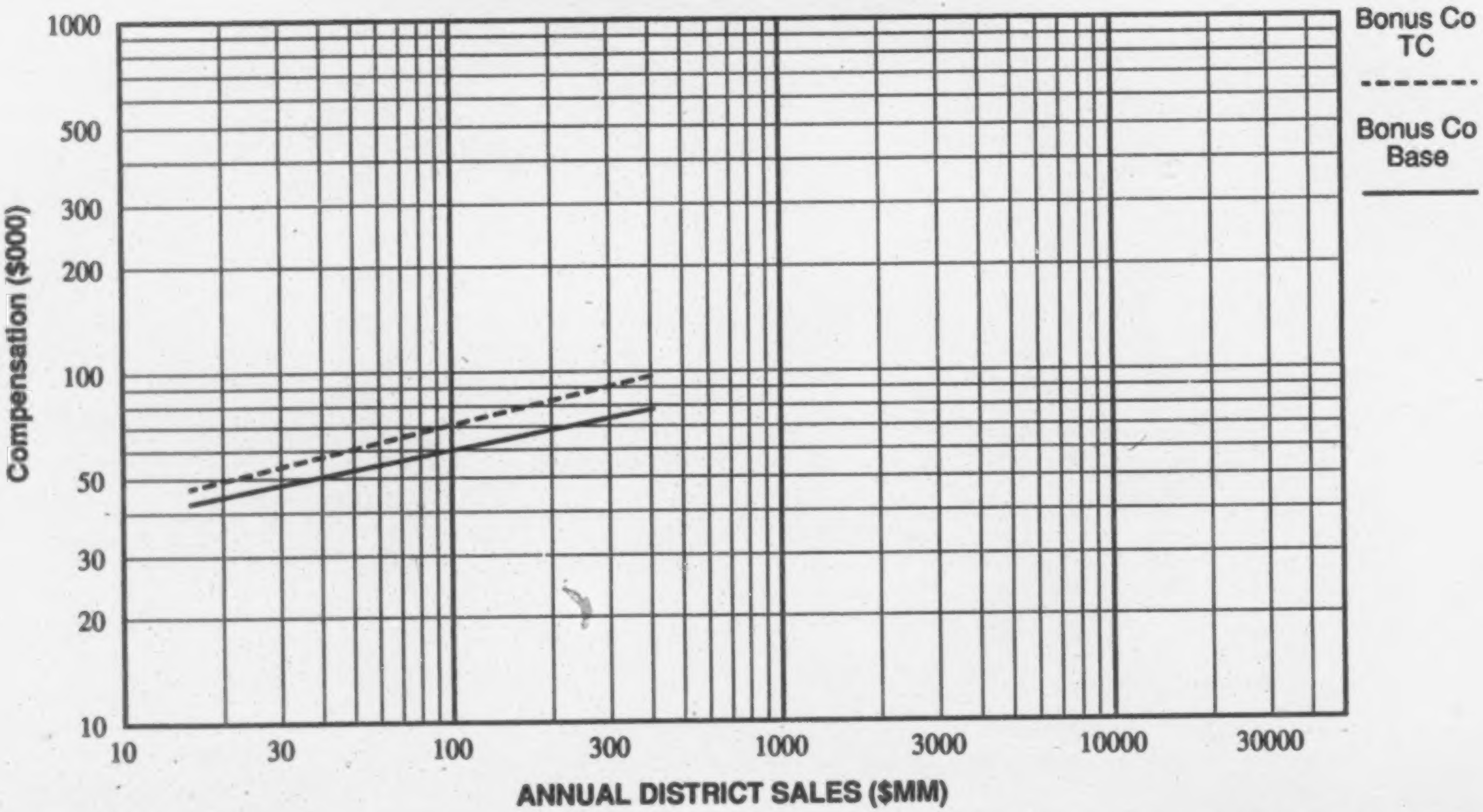
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 46: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$250.0 and Above	$316.7	$74.4	$17.0	$91.4	N/A	83
249.9 to 175.0	198.0	75.0	13.5	88.5	$73.2	108
174.9 to 125.0	144.1	62.7	11.4	74.1	59.5	76
124.9 and Below	74.4	54.9	8.6	63.5	50.5	97
No Scope Reported		64.3	11.9	76.2	---	115
POSITION AVERAGE	$180.9	$66.7	$12.6	$79.3	$55.7	479

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 46: DISTRICT MANAGER



	BonCoBase	TC
Coeff. Det.	.51	.63
Std. Error	1.14	1.14

	BonCoBase	TC
Slope	.18618	.22435
Y-Int	1.40629	1.40259

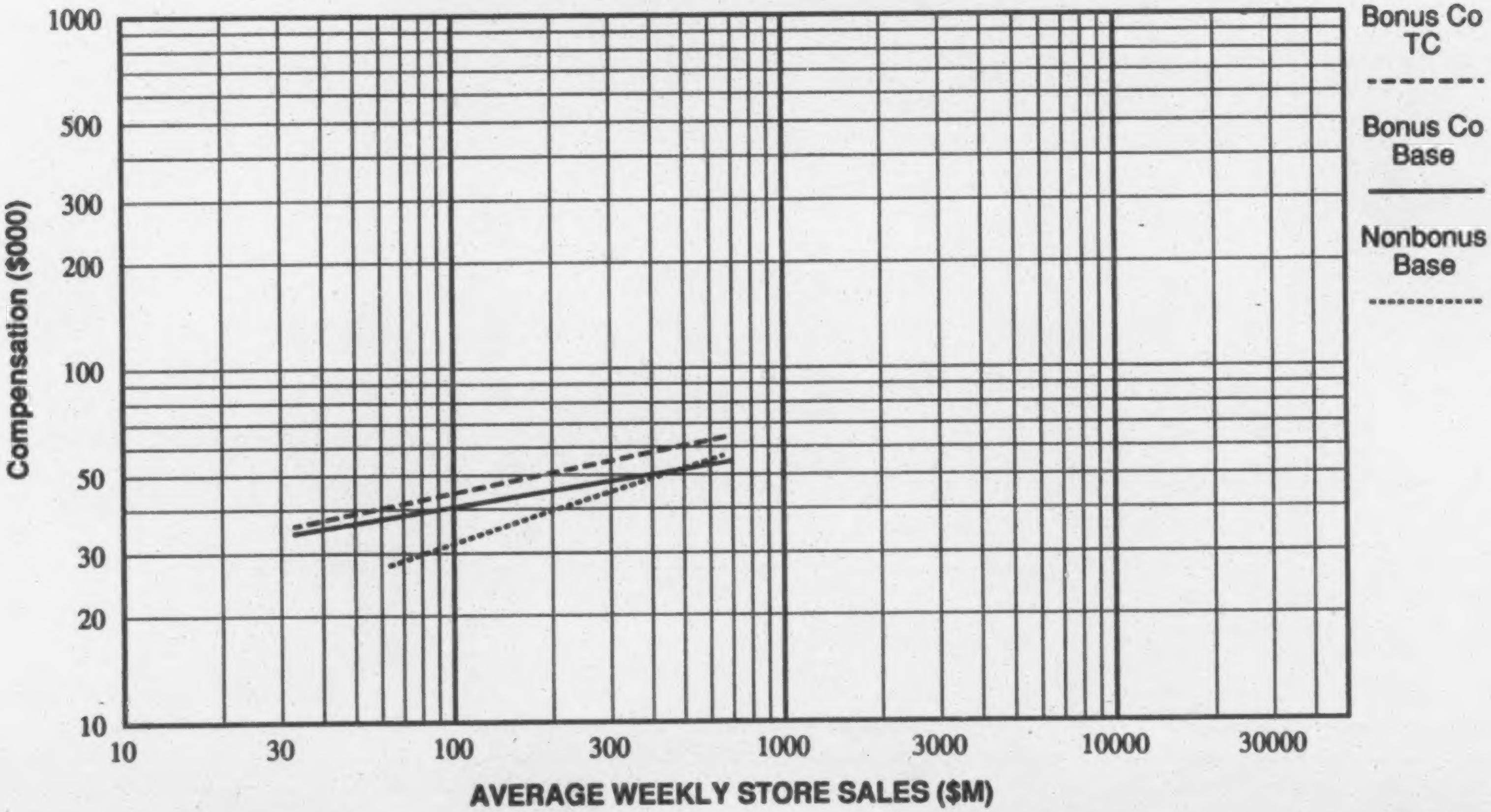
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 47: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$500.0 and Above	$594.8	$56.7	$7.1	$63.8	$53.2	474
499.9 to 350.0	414.5	54.9	9.5	64.4	53.8	530
349.9 to 300.0	334.5	53.1	11.6	64.7	39.8	660
299.9 to 250.0	272.4	50.9	14.2	65.1	46.6	667
249.9 to 200.0	223.1	46.6	6.6	53.2	42.1	595
199.0 to 150.0	173.4	44.4	6.7	51.1	36.9	522
149.9 to 125.0	138.3	36.9	1.7	38.6	32.8	1,099
124.9 and Below	96.1	39.9	6.1	46.0	29.3	613
No Scope Reported		45.8	12.9	58.7	N/A	1,391
POSITION AVERAGE	$259.3	$46.6	$8.7	$55.3	$38.5	6,551

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 47: STORE MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.26	.30	.52
Std. Error	1.15	1.17	1.19

	BonCoBase	TC	Nonbonus
Slope	.15299	.19184	.30321
Y-Int	1.30162	1.26420	0.89808

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

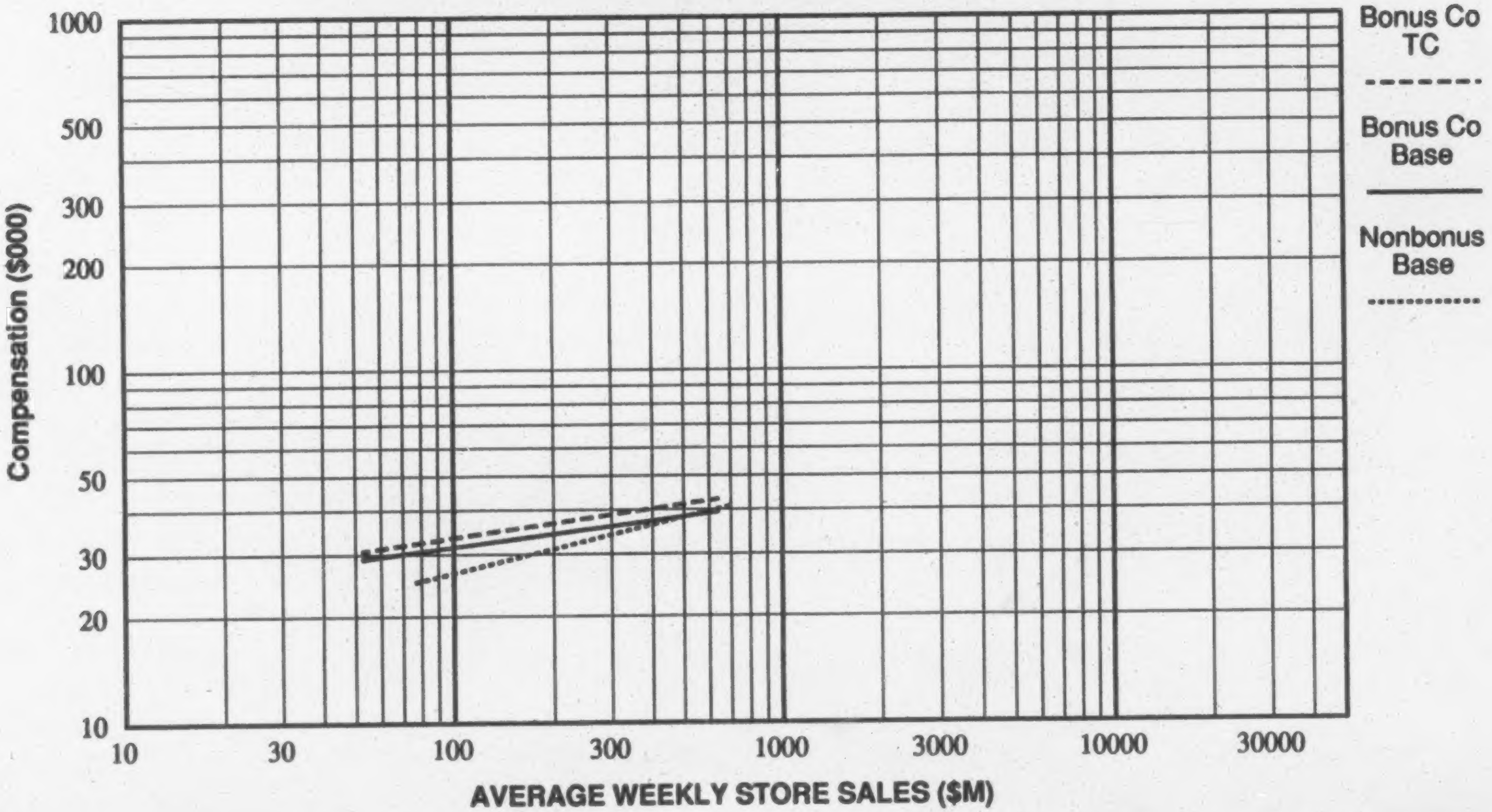
SURVEY POSITION 48: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$500.0 and Above	$618.4	$40.0	$4.4	$44.4	$40.5	303
499.9 to 350.0	428.4	40.2	3.5	43.7	42.9	390
349.9 to 325.0	340.6	41.1	3.1	44.2	44.6	397
324.9 to 300.0	301.3	44.1	0.6	44.7	29.7	294
299.9 to 275.0	278.6	40.7	2.7	43.4	36.1	176
274.9 to 250.0	260.3	46.0	2.4	48.4	20.8	486
249.9 to 225.0	232.4	40.0	2.4	42.4	40.1	169
224.9 to 200.0	213.6	32.7	1.6	34.3	28.1	273
199.9 to 150.0	173.7	35.3	2.5	37.8	30.5	389
149.9 to 125.0	133.4	28.9	1.2	30.1	25.5	1,122
124.9 to 75.0	106.4	32.8	1.7	34.5	25.2	478
74.9 and Below	57.9	30.5	1.6	32.1	18.3	547
No Scope Reported		35.1	9.2	44.3	23.8	1,305
POSITION AVERAGE	$229.1	$35.9	$2.9	$38.8	$28.6	6,329

NOTE: Only two companies indicated that their Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 48: ASSISTANT/CO-STORE MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.14	.14	.26
Std. Error	1.18	1.20	1.23

	BonCoBase	TC	Nonbonus
Slope	.12008	.13287	.22156
Y-Int	1.25739	1.25783	0.98283

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 49: MEAT DEPARTMENT MANAGER

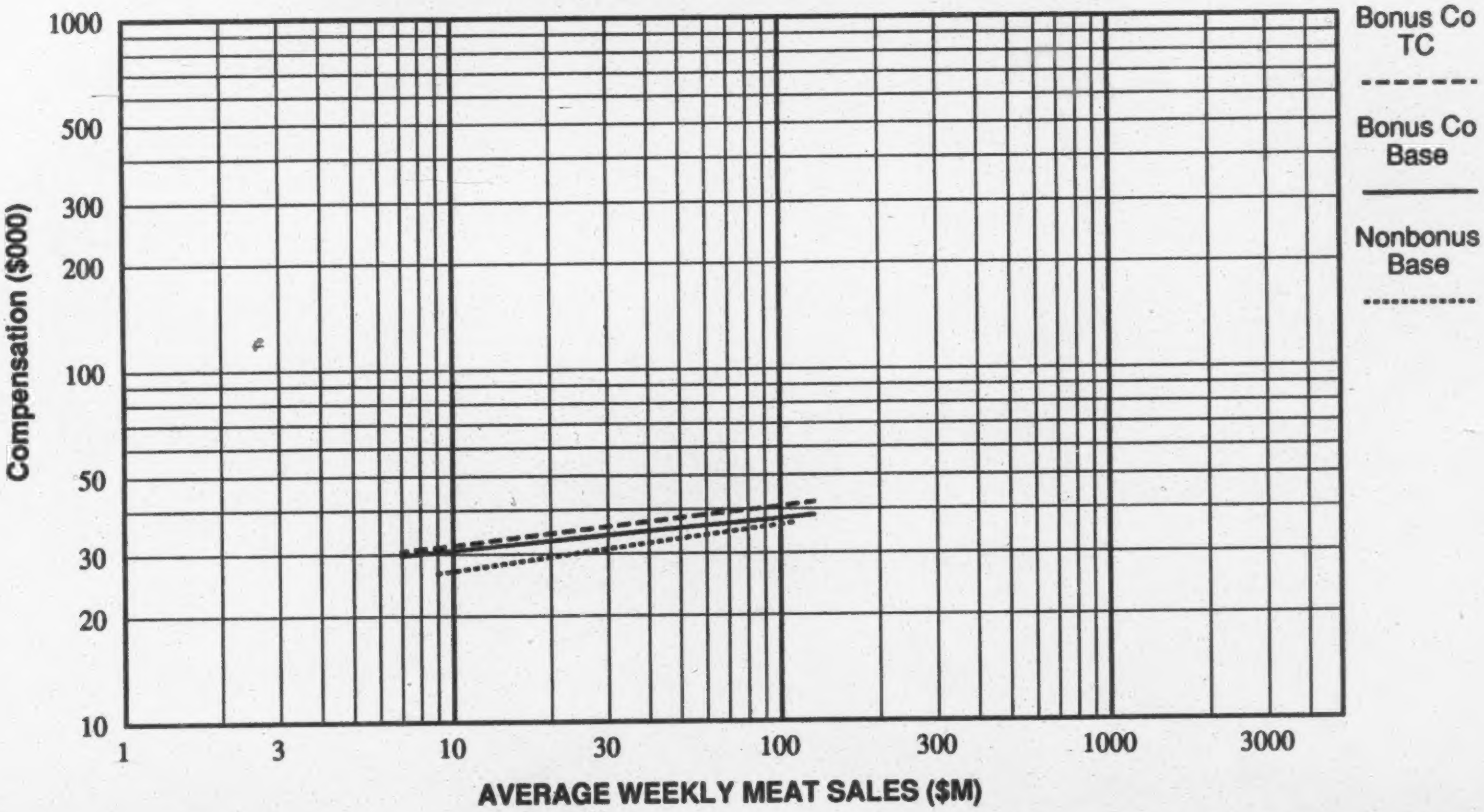
Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVERAGE WEEKLY MEAT SALES ($THOU)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$65.0 and Above	$74.9	$32.3	$ 3.1	$35.4	$38.6	383
64.9 to 50.0	58.5	36.4	1.0	37.4	32.4	300
49.9 to 35.0	41.1	33.5	2.6	36.1	32.9	397
34.9 to 30.0	33.8	27.5	4.4	31.9	31.9	1,529
29.9 to 25.0	29.1	30.9	1.6	32.5	33.1	252
24.9 to 15.0	19.9	31.3	1.2	32.5	32.2	401
14.9 and Below	10.8	30.4	0.9	31.3	27.3	273
No Scope Reported		34.1	10.8	44.9	34.0	802
POSITION AVERAGE	$37.5	$30.7	$ 4.9	$35.6	$33.0	4,337

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and nonunion combined.

Exhibits on the following pages show Meat Department Managers who are union members (pages 264 - 269) and those who are nonunion (pages 270 - 275).

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 49: MEAT DEPARTMENT MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.13	.17	.25
Std. Error	1.14	1.15	1.15

	BonCoBase	TC	Nonbonus
Slope	.08964	.10964	.12711
Y-Int	1.39617	1.39031	1.30311

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE				$ 40.6				5.0		40.0		F	E
				40.1	$ 35.1	$ 37.7	$ 40.2	5.0		40.0		E	270
				39.7									
	$ 38.2	$ 0.0	$ 38.2					5.0	1.0	40.0	8.0	148	360
				38.2	30.4	34.8	39.1	5.0	.1	39.5	45.0	E	E
				37.4				5.0	1.0	40.0	13.0	E	E
				37.4				5.0	1.0	40.0	13.0	E	E
				36.8				5.0		40.0	24.0	238	E
				36.6	30.4	34.8	39.1	5.0	.1	41.2	47.0	E	E
	36.1	0.7	36.8					5.0	2.0	40.0	17.0	E	E
				35.0				4.8		40.0	7.0	E	F
				34.9	31.7	34.0	36.4	5.0		40.0		E	235
	33.3	1.0	34.3					5.0		45.0			F
	30.8	10.6	41.4					5.0		42.0	12.0	E	F
				29.1				5.0	2.0	40.0	24.0	120	120
				28.8									
				28.8									
				27.7									
				27.7									
				23.8	21.6	22.7	23.8	5.0	2.0	40.0			E
NO. IN POS: 391													
$ 65.0 WT'D AVG:	$ 35.9	$ 0.8	$ 36.7	$ 38.3									

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1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$49.9	$ 39.4	$ 3.6	$ 43.0					5.0	1.0	40.0	12.0	F	E
TO	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
$35.0	38.0	0.2	38.2					5.0	1.0	40.0	8.0	148	360
				$ 37.8									
				37.4				5.0	1.0	40.0	13.0	E	E
				36.8				5.0		40.0	24.0	238	E
				35.6	$ 30.4	$ 34.8	$ 39.1	5.0		41.0	7.0	E	E
				35.0				4.8		40.0	7.0	E	F
				34.6	31.7	34.0	36.4	5.0		40.0		E	232
				34.1									
	33.3	1.0	34.3					5.0		45.0			F
				32.7	29.8		32.7	5.0	1.0	44.0	12.0	E	E
				30.4									
				30.1				5.0	1.0	41.0	3.0	E	F
				29.1				5.0	2.0	40.0	24.0	120	120
				26.5									
				26.5									
				23.9	21.6	22.7	23.8	5.0	2.0	40.0			E
NO. IN POS: 147													
$ 40.9 WT'D AVG:	$ 38.1	$ 1.8	$ 39.9	$ 33.3									

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SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9				$ 40.1									
TO	$ 39.4	$ 3.6	$ 43.0					5.0	1.0	40.0	12.0	F	E
$25.0	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
	38.0	0.5	38.5		$ 28.0	$ 38.0	$ 45.0						
	37.6	0.6	38.2					5.0	1.0	40.0	8.0	148	360
				37.4				5.0	1.0	40.0	13.0	E	E
				36.8				5.0		40.0	24.0	238	E
				35.0				4.8		40.0	7.0	E	F
				34.9	30.4	34.8	39.1	5.0	.2	41.0	22.0	E	E
	34.2	0.0	34.2					5.0		40.0		E	G
				32.7	29.8		32.7	5.0	1.0	44.0	12.0	E	E
	30.8	8.6	39.4					5.0		42.0	12.0	E	F
				30.1				5.0	1.0	41.0	3.0	E	F
				29.1				5.0	2.0	40.0	24.0	120	120
				27.3									
				27.3									
				23.8	21.6	22.7	23.8	5.0	2.0	40.0			E
NO. IN POS: 555													
$ 32.4 WT'D AVG:	$ 35.3	$ 0.2	$ 35.5	$ 33.4									

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SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 39.4	$ 3.6	$ 43.0					5.0	1.0	40.0	12.0	F	E
TO	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
$15.0				$ 38.8									-
	37.8	0.4	38.2					5.0	1.0	40.0	8.0	148	360
				36.8				5.0		40.0	24.0	238	E
				32.7	$ 29.8		$ 32.7	5.0	1.0	44.0	12.0	E	E
	30.8	6.0	36.8					5.0		42.0	12.0	E	F
				28.3				5.0	2.0	40.0	24.0	120	120
				27.0									
				25.8									
				25.8									
	23.9	0.0	23.9		21.6	22.7	23.8	5.0	2.0	40.0			E
NO. IN POS: 206													
$ 20.2 WT'D AVG:	$ 32.4	$ 2.3	$ 34.7	$ 33.1									
$14.9	$ 39.4	$ 3.6	$ 43.0					5.0	1.0	40.0	12.0	F	E
AND BELOW				$ 36.8				5.0		40.0	24.0	238	E
				36.5									
	30.8	5.5	36.3					5.0		42.0	12.0	E	F
				30.1				5.0	1.0	41.0	3.0	E	F
				28.0				5.0	2.0	40.0	24.0	120	120
				24.0									
				23.7	$ 21.6	$ 22.7	$ 23.8	5.0	2.0	40.0			E
				23.2									
				23.2									
NO. IN POS: 159													
$ 11.0 WT'D AVG:	$ 32.2	$ 5.2	$ 37.4	$ 27.9									

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SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER - UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
NO SCOPE				$ 35.4									
REPORTED	$ 32.3	$ 3.4	$ 35.7					5.0	1.0	40.0	13.0	E	E
	30.3	0.0	30.3										
				25.0									
NO. IN POS: 245 WT'D AVG:	$ 31.7	$ 2.5	$ 34.2	$ 26.4									
NO. IN POS: 1703 $ 38.0 POSITION AVG:	$ 34.4	$ 1.0	$ 35.4	$ 33.4									

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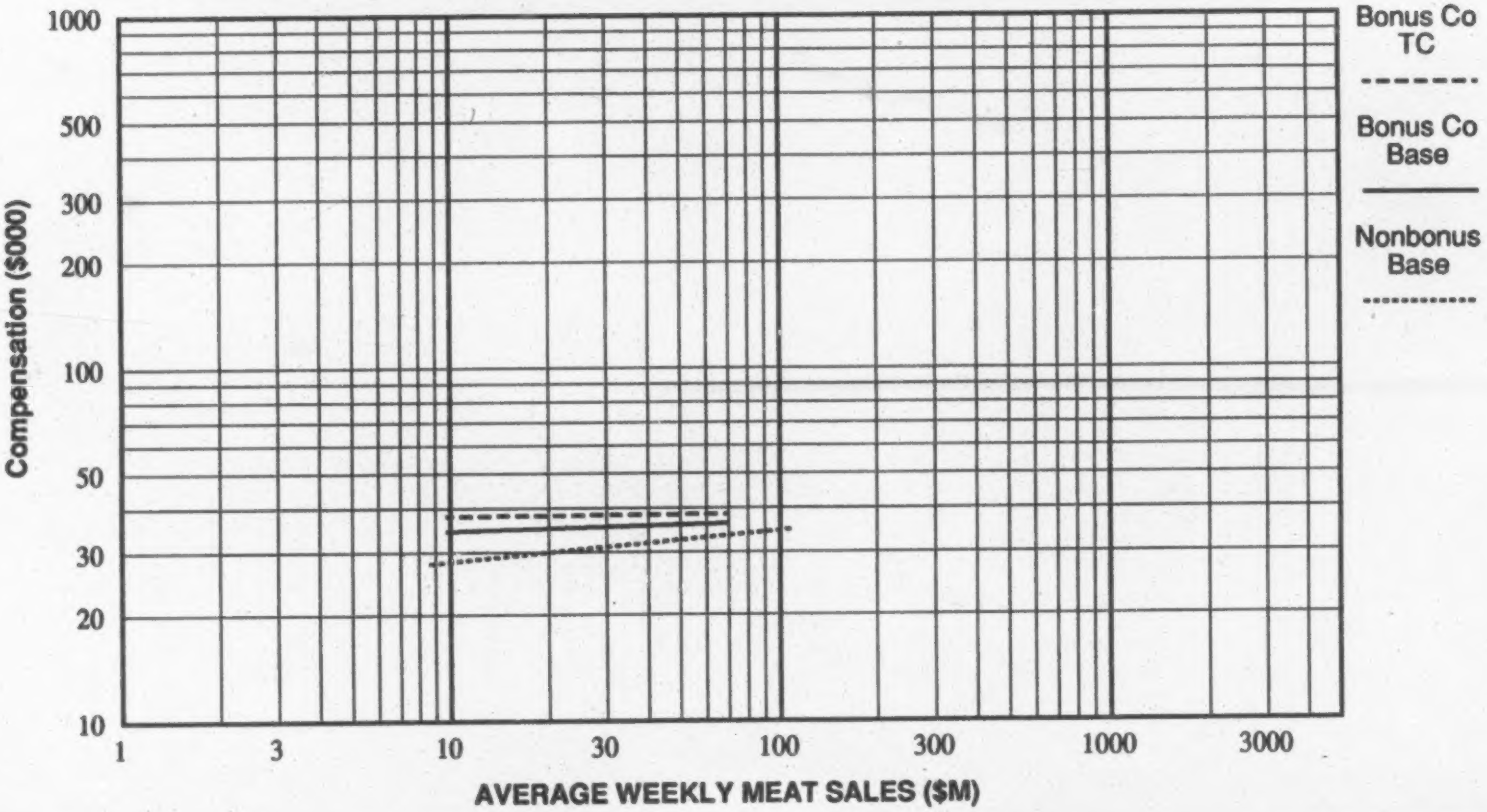
POSITION 49: MEAT DEPARTMENT MANAGER - UNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.01	.00	.12
Std. Error	1.14	1.15	1.18

	BonCoBase	TC	Nonbonus
Slope	.02549	.00620	.08822
Y-Int	1.51103	1.57335	1.36190

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SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE	$ 44.3	$ 2.3	$ 46.6		$ 32.6	$ 40.7	$ 48.8	5.0	2.0	45.0	8.0	200	200
	42.5	5.5	48.0		35.0	40.0	45.0	5.0		53.0	12.0	B	B
	40.6	0.0	40.6		35.1	39.0	40.6	5.5					
	38.7	2.8	41.5		28.6	34.3	39.8	5.0		46.3	19.0	B	
	38.5	5.2	43.7					5.0		50.0		B	B
	38.5	0.0	38.5					5.0		40.0		B	A
	38.3	0.9	39.2		29.5	36.9	44.3	5.5		49.5	.5	B	B
	38.1	3.4	41.5					5.0		48.0	17.0	E	B
				$ 38.1	37.9	38.1	38.3	5.0	1.0	46.0	12.0	180	140
	38.0	1.9	39.9					5.0	1.0	40.0	12.0	E	E
	37.4	12.1	49.5						2.0	48.0	20.0	B	B
				36.5	30.0	35.0	40.0	5.0	1.0	45.0	11.0	B	A
	36.3	1.1	37.4		28.7	33.8	38.8	5.0	1.0	45.0			
	35.6	0.0	35.6		34.3		38.0	5.0	1.0	40.0	14.0	B	
	35.4	0.8	36.2		28.7	33.8	38.8	5.0	1.0	45.0			
				33.8	28.0	33.3	38.5	5.0	1.0	45.0	11.0	B	A
	33.8	4.5	38.3		32.2	33.5	35.9	5.0	2.0	48.0	20.0	B	B
				31.8				5.0	1.0	45.0	26.0	E	D
	31.2	0.9	32.1		31.2	32.5	33.8	5.5	1.7	45.0	.5	A	A
	30.5	1.0	31.5					5.0	1.0	40.0	4.0	E	E
	30.1	2.8	32.9		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
				29.2				5.0	1.0	40.0	13.0	E	E
	28.5	2.6	31.1		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
				28.3	26.3		30.5	5.0		45.0	24.0	D	D
				23.0				5.0	1.5	45.0	15.0	B	B
NO. IN POS: 292													
$ 71.3 WT'D AVG:	$ 34.0	$ 2.5	$ 36.5	$ 32.2									

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SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9 TO $35.0	$ 40.7	$ 2.1	$ 42.8		$ 32.6	$ 40.7	$ 48.8	5.0	2.0	45.0	8.0	200	200
	40.3	0.0	40.3		35.1	39.0	40.6	5.5					
	38.1	3.4	41.5					5.0		48.0	17.0	E	B
	38.0	6.0	44.0		35.0	40.0	45.0	5.0		53.0	12.0	B	B
				$ 37.6	37.3	37.6	37.9	5.0	1.0	46.0	12.0	180	140
	37.4	5.6	43.0					5.5		50.0		E.	E
	37.3	5.2	42.5		36.4		38.5	5.0		50.0		B	B
	36.8	1.8	38.6					5.0	1.0	40.0	12.0	E	E
	35.2	3.6	38.8		28.6	33.3	38.0	5.0		46.0	21.0	B	
	35.0	7.0	42.0		35.0	40.0	45.0	5.0		53.0	12.0	B	B
	34.7	1.0	35.7		28.7	33.8	38.8	5.0	1.0	45.0			
	34.6	0.0	34.6					5.0		40.0		B	A
	32.9	0.1	33.0		24.9	30.0	35.1	5.0	1.0	42.0	12.0	B	B
	31.8	2.1	33.9		30.9		32.2	5.0	2.0	48.0	20.0	B	B
				31.4	26.3	31.1	36.0	5.0	1.0	45.0	11.0	B	A
	30.5	3.0	33.5		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
	30.5	1.0	31.5					5.0	1.0	40.0	4.0	E	E
				29.2				5.0	1.0	45.0	26.0	E	D
	28.9	0.9	29.8		28.6	29.9	31.2	5.5	1.7	45.0	.5	A	A
				28.6				5.0	1.0	40.0	13.0	E	E
				27.7	27.6		28.7	5.0		45.0	24.0	D	D
				27.2				5.0	1.5	45.0	15.0	B	B
	26.0	1.6	27.6		24.5	26.0	27.6	5.0	1.0	45.0	12.0	110	110
NO. IN POS: 250													
$ 41.3 WT'D AVG:	$ 33.3	$ 2.6	$ 35.9	$ 31.4									

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1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9	$ 41.4	$ 1.5	$ 42.9		$ 32.6	$ 40.7	$ 48.8	5.0	2.0	45.0	8.0	200	200
TO	39.6	0.0	39.6		35.1	39.0	40.6	5.5					
$25.0	38.1	3.4	41.5					5.0		48.0	17.0	E	B
	37.5	1.4	38.9					5.5		50.0		E	E
				$ 37.3	37.0	37.3	37.6	5.0	1.0	46.0	11.0	180	140
	36.5	1.8	38.3					5.0	1.0	40.0	12.0	E	E
	36.4	4.0	40.4		34.3		36.4	5.0		50.0		B	B
	34.0	1.0	35.0		30.0	34.0	35.0	5.0	3.0	50.0	13.0	A	C
	33.9	3.2	37.1		27.2	31.7	34.6	5.0		47.6	12.5	B	
	33.0	0.1	33.1		24.9	30.0	35.1	5.0	1.0	42.0	12.0	B	B
	32.9	0.0	32.9		32.2		35.4	5.0	1.0	40.0	14.0	B	
	32.5	0.7	33.2		26.1	30.7	35.3	5.0	1.0	45.0			
	31.1	1.4	32.5		20.6	25.8	30.9	5.0		50.0		B	B
				31.0	24.4	29.2	34.0	5.0	1.0	45.0	11.0	B	A
	30.9	2.2	33.1					5.0	2.0	48.0	20.0	B	B
	30.5	1.0	31.5					5.0	1.0	40.0	4.0	E	E
	29.1	2.9	32.0		26.0	27.5	29.1	6.0		40.0	13.0	B	B
	28.6	0.1	28.7		28.6	29.3	29.9	5.5	1.7	45.0	.5	A	A
	28.4	2.6	31.0		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
				27.9				5.0	1.0	40.0	13.0	E	E
				27.1				5.0	1.0	40.0	26.0	E	D
	26.9	1.3	28.2		24.5	26.0	27.6	5.0	1.0	45.0	12.0	110	110
				25.2	23.6		28.0	5.0		45.0	24.0	D	D
				23.2				5.0	1.5	45.0	15.0	B	B
	22.8	7.1	29.9		21.7	26.1	30.4	5.0	2.5	44.0	26.0	B	A
NO. IN POS: 1226													
$ 33.5 WT'D AVG:	$ 25.0	$ 5.7	$ 30.7	$ 30.7									

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SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 42.4	$ 1.6	$ 44.0		$ 32.6	$ 40.7	$ 48.8	5.0	2.0	45.0	8.0	200	200
TO	38.1	3.4	41.5					5.0		48.0	17.0	E	B
$15.0	38.0	0.0	38.0		35.1	39.0	40.6	5.5					
	37.3	4.7	42.0		35.0	40.0	45.0	5.0		53.0	12.0	B	B
	37.2	0.0	37.2					6.0		48.0		D	E
				$ 36.8	36.5	36.8	37.1	5.0	1.0	46.0	9.0	180	140
	36.3	0.7	37.0					5.5		50.0		E	E
	34.6	0.0	34.6					5.0		40.0		B	A
	34.6	0.0	34.6					5.0		40.0		B	A
	34.3	2.2	36.5					5.0		50.0		B	B
	31.0	0.0	31.0		31.2		33.8	5.0	1.0	40.0	14.0	B	
	30.5	1.0	31.5					5.0	1.0	40.0	4.0	E	E
	30.4	0.0	30.4		24.9	30.0	35.1	5.0	1.0	42.0	12.0	B	B
	29.6	1.1	30.7		26.1	30.7	35.3	5.0	1.0	45.0			
				29.1	22.8	27.3	31.9	5.0	1.0	45.0	11.0	B	A
	28.6	0.9	29.5					5.0	2.0	48.0	20.0	B	B
				27.5				5.0	1.0	40.0	26.0	E	D
				27.2				5.0	1.0	40.0	13.0	E	E
	27.0	3.0	30.0		26.0	27.5	29.1	6.0		40.0	13.0	B	B
	26.1	1.0	27.1		24.5	26.0	27.6	5.0	1.0	45.0	12.0	110	110
	24.9	2.3	27.2		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
				24.8	22.2		28.0	5.0		45.0	24.0	D	D
				23.4				5.0	1.5	45.0	15.0	B	B
NO. IN POS: 195													
$ 19.6 WT'D AVG:	$ 31.1	$ 0.9	$ 32.0	$ 28.1									

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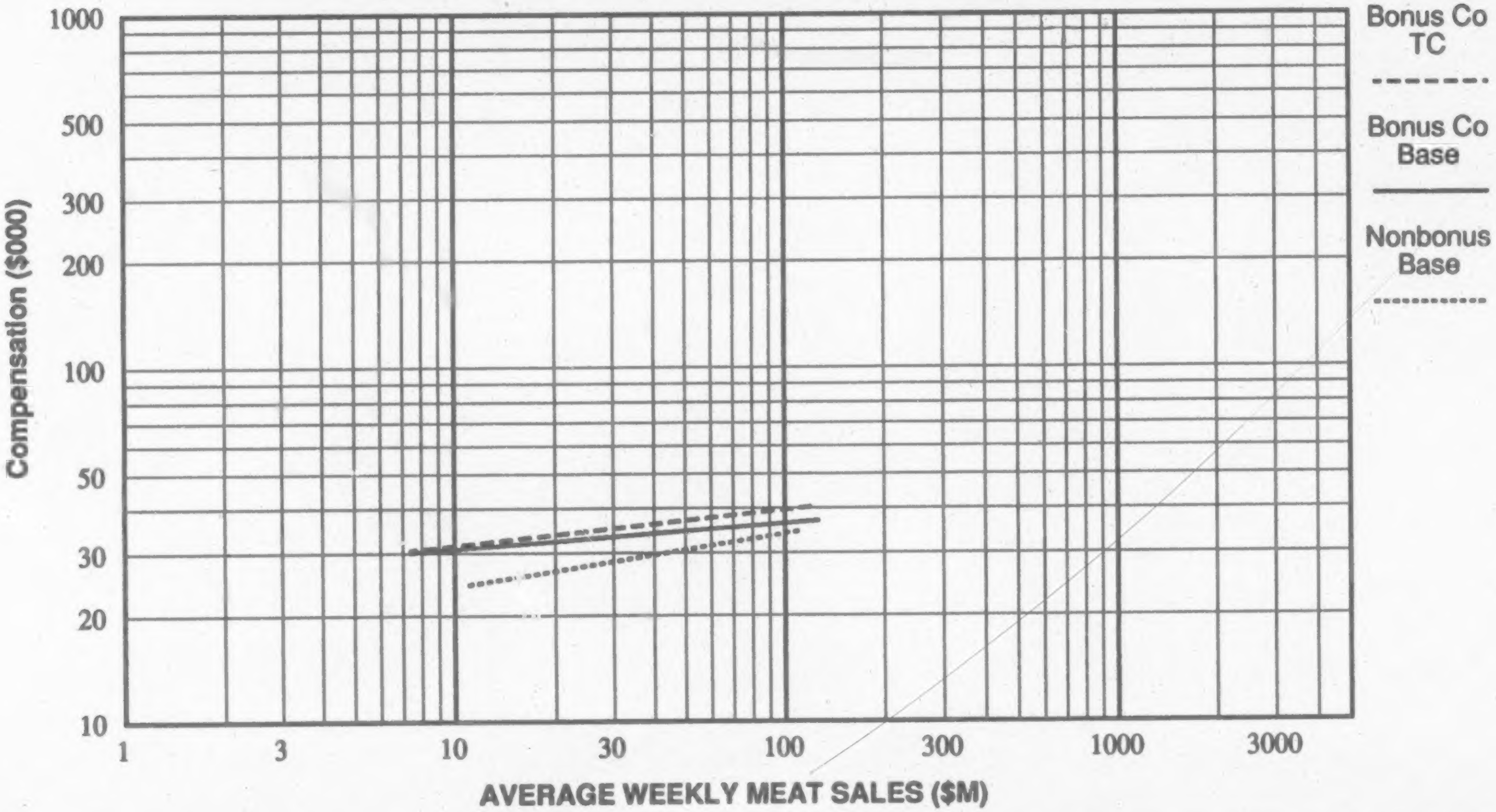
SURVEY POSITION 49 - MEAT DEPARTMENT
MANAGER - NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9		$ 35.8	$ 0.0	$ 35.8		$ 35.1	$ 39.0	$ 40.6	5.5					
AND BELOW		35.1	0.0	35.1					6.0		48.0		D	E
		33.4	0.5	33.9					5.5		50.0		E	E
		27.7	0.3	28.0					5.0	2.0	48.0	20.0	B	B
		27.0	2.0	29.0		26.0	27.5	29.1	6.0		40.0	13.0	B	B
					$ 27.0	22.0	26.0	30.0	5.0	1.0	45.0	11.0	B	A
		26.2	0.7	26.9		26.1	30.7	35.3	5.0	1.0	45.0			
		26.0	0.8	26.8		24.5	26.0	27.6	5.0	1.0	45.0	12.0	110	110
					21.9	18.1		27.1	5.0		45.0	24.0	D	D
					21.3				5.0	1.0	40.0	26.0	E	D
NO. IN POS: 114														
$ 10.6	WT'D AVG:	$ 30.3	$ 0.5	$ 30.8	$ 24.8									
NO SCOPE		$ 39.2	$ 0.7	$ 39.9		$ 29.5	$ 36.9	$ 44.3	5.5		49.5	.5	B	B
REPORTED					$ 37.6		37.6		5.0	1.0	40.0	26.0	E	E
					36.1	31.2	33.8	36.1	5.0		45.0	12.0	E	
		35.1	17.6	52.7					5.0		55.0			
					34.5	30.2	32.8	34.8	5.0		45.0	12.0	E	
					33.9	31.2	33.8	36.1	5.0		45.0	12.0	E	
					33.0	29.6	31.5	33.8	5.0		45.0	12.0	E	
					29.1	28.3	29.9	31.5	5.0		45.0	12.0	E	
NO. IN POS: 478														
	WT'D AVG:	$ 35.2	$ 17.3	$ 52.5	$ 37.0									
NO. IN POS: 2555														
$ 37.2	POSITION AVG:	$ 29.1	$ 6.6	$ 35.7	$ 31.6									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 49: MEAT DEPARTMENT MANAGER - NONUNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.09	.16	.27
Std. Error	1.15	1.15	1.16

	BonCoBase	TC	Nonbonus
Slope	.07222	.10051	.14851
Y-Int	1.41562	1.39672	1.23268

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 50: GROCERY MANAGER

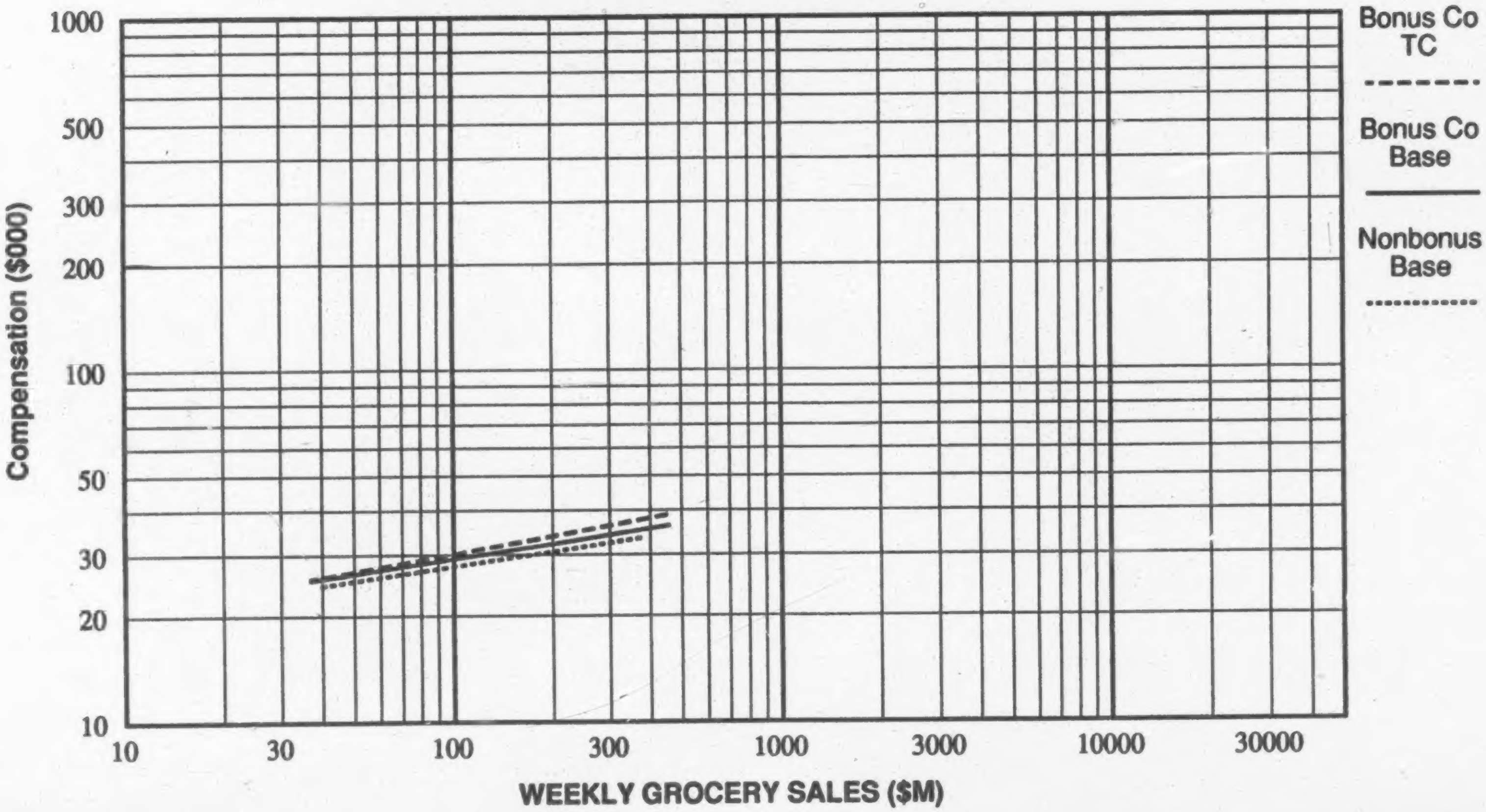
Directs and controls the store's grocery operations. Supervises grocery personnel. Participates in determining quality and quantities of merchandise. Oversees the ordering of merchandise and supplies. Receives and displays stock.

SCOPE WEEKLY GROCERY SALES ($THOU)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$275.0 and Above	$358.0	$33.7	$3.3	$37.0	$37.4	235
274.9 to 200.0	236.5	31.6	1.6	33.2	32.1	379
199.9 to 125.0	162.2	32.1	1.5	33.6	30.8	237
124.9 to 100.0	120.4	31.2	1.0	32.2	32.0	434
99.9 to 75.0	87.8	23.1	0.8	23.9	22.9	1,025
74.9 and Below	55.9	28.6	0.4	29.0	18.8	209
No Scope Reported		38.2	6.9	45.1	34.5	782
POSITION AVERAGE	$145.3	$30.3	$2.7	$33.0	$29.5	3,301

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Grocery Managers -- union and nonunion combined.

Exhibits on the following pages show Grocery Managers who are union members (pages 278 - 281) and those who are nonunion (pages 282 - 289).

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 50: GROCERY MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.20	.24	.13
Std. Error	1.17	1.18	1.26

	BonCoBase	TC	Nonbonus
Slope	.14125	.16664	.13998
Y-Int	1.18247	1.14587	1.16411

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - UNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 AND ABOVE				$ 39.1				5.0		40.0		F	E
				37.9									
				37.7									
				33.8				5.0	1.0	40.0	13.0	E	E
				33.5				5.0	1.0	40.0	13.0	E	E
				32.8	$ 25.8	$ 29.9	$ 33.9	5.0	1.0	40.4	52.0	E	E
				32.7	25.8	29.9	33.9	5.0	1.0	40.5	45.0	E	E
	$ 31.0	$ 0.5	$ 31.5										
	30.2	1.0	31.2					5.0		40.0			F
	29.6	0.0	29.6					5.0	2.0	40.0	12.0	E	258
				29.4				5.0	1.0	41.0	3.0	E	F
				29.1				5.0		40.0	24.0	E	E
				13.5									
NO. IN POS: 404													
$ 285.0 WT'D AVG:	$ 30.9	$ 0.6	$ 31.5	$ 36.1									

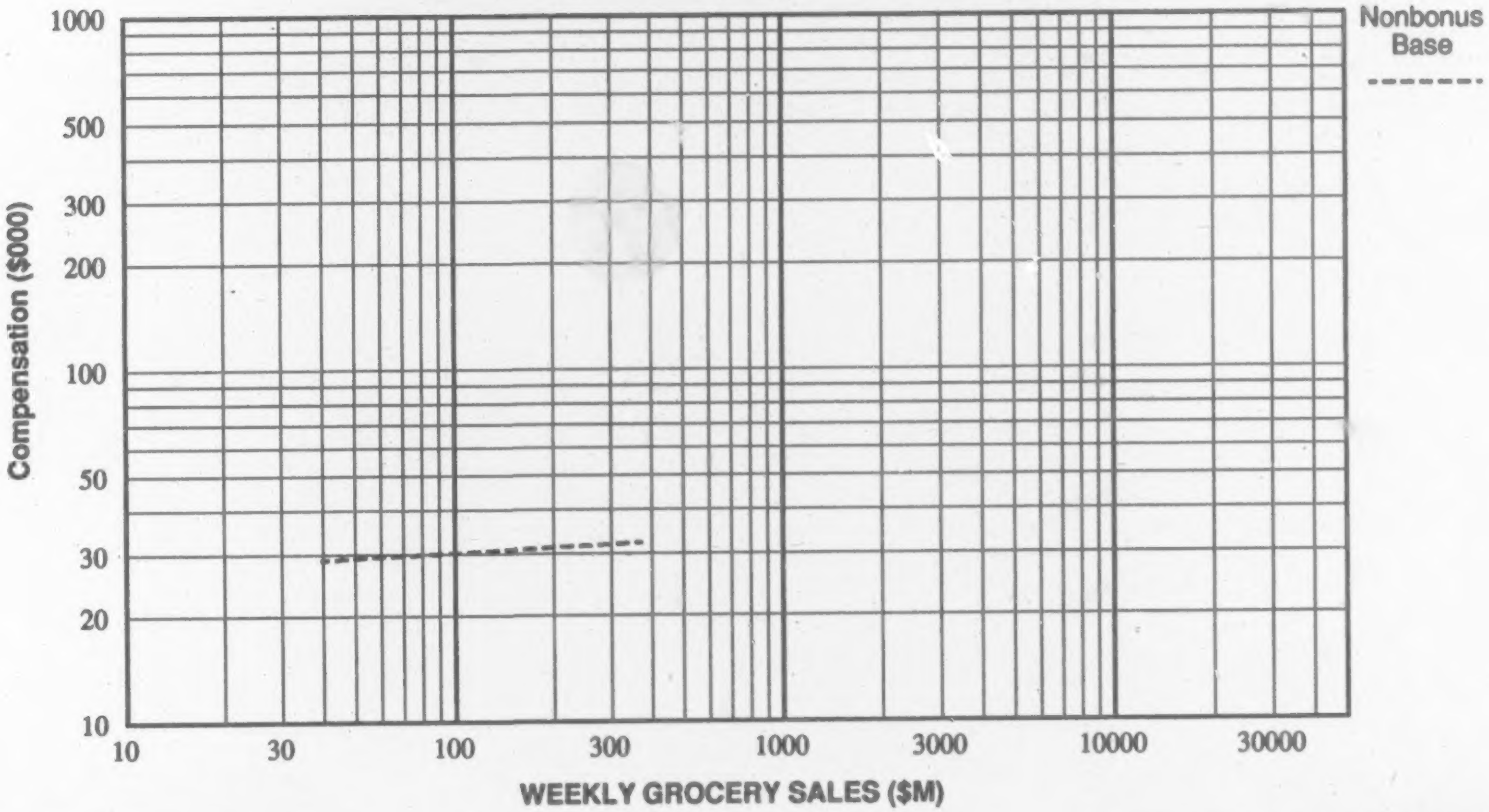
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - UNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9				$ 37.1									
TO				37.1									
$100.0				32.7	$ 25.8	$ 29.9	$ 33.9	5.0	1.0	41.0	34.0	E	E
	$ 31.6	$ 1.0	$ 32.6					5.0		40.0		E	F
	30.7	0.0	30.7					5.0	2.0	40.0	12.0	E	258
	30.6	0.0	30.6					5.0	2.0	40.0	12.0	E	258
	30.2	1.0	31.2					5.0		40.0			F
	30.2	1.0	31.2					5.0		40.0			F
				30.0				5.0	1.0	40.0	13.0	E	E
				29.9	27.2		29.9	5.0	2.0	42.0	12.0	E	E
				29.4				5.0	1.0	41.0	3.0	E	F
				29.4				5.0	1.0	41.0	3.0	E	F]
				29.1				5.0		40.0	24.0	E	E
				29.1				5.0		40.0	24.0	E	E
				28.1									
NO. IN POS: 428													
$ 128.6 WT'D AVG:	$ 31.6	$ 0.9	$ 32.5	$ 30.9									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - UNION

SCOPE WKLY GROCERY SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9					$ 37.7									
AND BELOW					37.1									
		$ 30.3	$ 0.0	$ 30.3					5.0	2.0	40.0	12.0	E	258
					29.9	$ 27.2		$ 29.9	5.0	2.0	42.0	12.0	E	E
		29.9	0.0	29.9					5.0	2.0	40.0	12.0	E	258
					29.9	27.2		29.9	5.0	2.0	42.0	12.0	E	E
					29.4				5.0	1.0	41.0	3.0	E	F
					29.4				5.0	1.0	41.0	3.0	E	F
					29.1				5.0		40.0	24.0	E	E
					29.1				5.0		40.0	24.0	E	E
					29.1				5.0		40.0	24.0	E	E
					23.5									
NO. IN POS: 49														
$ 73.2	WT'D AVG:	$ 30.0	$ 0.0	$ 30.0	$ 30.3									
NO SCOPE		$ 41.6	$ 0.0	$ 41.6										
REPORTED		30.7	3.4	34.1					5.0	1.0	40.0	13.0	E	E
NO. IN POS: 159														
	WT'D AVG:	$ 31.0	$ 3.3	$ 34.3										
NO. IN POS: 1040														
$ 197.2	POSITION AVG:	$ 31.3	$ 1.4	$ 32.7	$ 34.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 50: GROCERY MANAGER - UNION



	Nonbonus
Coeff. Det.	.02
Std. Error	1.22

	Nonbonus
Slope	.04765
Y-Int	1.38493

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0				$ 41.1	$ 39.5	$ 41.3	$ 43.2	5.5	1.0	44.0	26.0	B	B
AND ABOVE	$ 40.3	$ 6.7	$ 47.0					5.0	4.0	50.0	40.0	B	B
	37.8	1.9	39.7					5.0	1.0	40.0	12.0	E	E
	35.7	2.2	37.9					5.0		48.0	17.0	E	B
	32.1	0.0	32.1		31.7		34.8	5.0	1.0	40.0	14.0		
	32.1	2.9	35.0		28.9	30.7	33.9	4.6		45.8	22.0	B	
	31.3	4.3	35.6		26.9	33.6	40.3	5.0	1.2	40.0	20.0	D	D
	29.9	0.9	30.8		25.8	30.4	34.9	5.0	1.0	45.0			
				26.0				5.0	1.0	40.0	13.0	E	E
NO. IN POS: 70													
$ 349.3 WT'D AVG:	$ 33.7	$ 3.3	$ 37.0	$ 36.8									
$299.9	$ 41.4	$ 2.6	$ 44.0		$ 33.7	$ 42.2	$ 50.6	5.0	2.0	45.0	8.0	200	200
TO				$ 40.0	38.5	40.0	41.6	5.5	1.0	44.0	26.0	B	B
$200.0	39.9	5.4	45.3		39.0		40.3	5.0	4.0	50.0	40.0	B	B
	37.4	1.8	39.2					5.0	1.0	40.0	12.0	E	E
	35.7	2.2	37.9					5.0		48.0	17.0	E	B
				35.6	35.0	35.6	36.2	5.0	1.0	46.0	12.0	180	140
	31.5	2.1	33.6		27.6	30.9	34.1	4.6		44.7	27.3	B	
	30.9	1.0	31.9					5.0	1.0	40.0	10.0	E	E
	30.4	0.0	30.4		29.6		33.0	5.0	1.0	40.0	14.0		
	29.7	4.0	33.7		26.9	33.6	40.3	5.0	1.2	40.0	20.0	D	D
	29.1	1.2	30.3		25.8	30.4	34.9	5.0	1.0	45.0			
				25.8				5.0	1.0	40.0	13.0	E	E
	24.3	0.0	24.3					5.5	4.0	50.0	23.0	75	75
				22.9	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
NO. IN POS: 140													
$ 244.3 WT'D AVG:	$ 32.6	$ 3.2	$ 35.8	$ 29.4									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 41.2	$ 2.6	$ 43.8		$ 33.7	$ 42.2	$ 50.6	5.0	2.0	45.0	8.0	200	200
TO	39.0	4.3	43.3					5.0	4.0	50.0	40.0	B	B
$150.0				$ 37.2	35.4	37.2	39.0	5.5	1.0	44.0	26.0	B	B
	35.9	1.8	37.7					5.0	1.0	40.0	12.0	E	E
	35.7	2.2	37.9					5.0		48.0	17.0	E	B
				35.4	34.9	35.4	35.9	5.0	1.0	46.0	11.0	180	140
	33.8	0.1	33.9		24.9	30.0	35.1	5.0	5.0	45.0		B	B
	32.6	1.3	33.9		25.8	30.4	34.9	5.0	1.0	45.0			
	32.5	0.0	32.5		28.6	31.7	32.5	5.5					
	30.9	1.0	31.9					5.0	1.0	40.0	10.0	E	E
	30.2	4.1	34.3		26.9	33.6	40.3	5.0	1.2	40.0	20.0	D	D
	29.9	1.5	31.4		29.9	31.2	32.5	5.5	3.3			A	A
	29.4	0.0	29.4		29.1		32.0	5.0	1.0	40.0	14.0		
	29.0	2.8	31.8		25.7	29.9	33.9	4.5		44.8	27.0	B	
	22.7	0.2	22.9					5.5	4.0	50.0	23.0	75	75
				22.4	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
NO. IN POS: 118													
$ 173.0 WT'D AVG:	$ 32.5	$ 1.9	$ 34.4	$ 33.4									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 38.3	$ 2.2	$ 40.5		$ 33.7	$ 42.2	$ 50.6	5.0	2.0	45.0	8.0	200	200
TO	37.0	1.0	38.0		34.0	37.0	42.0	5.0	3.0	50.0	13.0	150	C
$100.0	35.7	2.2	37.9					5.0		48.0	17.0	E	B
				$ 35.3	34.8	35.3	35.8	5.0	1.0	46.0	10.0	180	140
	35.2	1.7	36.9					5.0	1.0	40.0	12.0		E
	33.8	1.1	34.9					5.0	4.0	50.0	40.0	B	B
	33.8	1.1	34.9					5.0	4.0	50.0	40.0	B	B
	32.1	0.0	32.1		28.6	31.7	32.5	5.5					
	30.9	1.0	31.9					5.0	1.0	40.0	10.0	E	E
	30.6	0.1	30.7		24.9	30.0	35.1	5.0	5.0	45.0		B	B
	29.1	1.8	30.9		28.6	29.9	31.2	5.5	3.3			A	A
	28.3	3.2	31.5		22.5	26.0	28.3	4.9		49.2	4.0	B	
				25.6				5.0	1.0	40.0	13.0	E	E
	24.7	2.3	27.0		16.2	24.3	27.2	5.0	1.2	40.0	20.0	D	D
	23.4	0.2	23.6					5.5	4.0	50.0	23.0	75	75
				22.3	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E

NO. IN POS: 125

	WT'D AVG: SALARY	BONUS	TOTAL COMP	NONBONUS SALARY
$ 122.1	$ 29.8	$ 1.2	$ 31.0	$ 30.5

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 39.1	$ 2.0	$ 41.1		$ 33.7	$ 42.2	$ 50.6	5.0	2.0	45.0	8.0	200	200
TO	35.7	2.2	37.9					5.0		48.0	17.0	E	B
$75.0				$ 35.3	34.3	35.3	36.3	5.0	1.0	46.0	7.0	180	140
	33.7	0.0	33.7					6.0		48.0		D	E
	31.4	0.0	31.4		28.6	31.7	32.5	5.5					
	30.9	1.0	31.9					5.0	1.0	40.0	10.0	E	E
	28.9	0.0	28.9		28.6		30.7	5.0	1.0	40.0	14.0		
	27.5	0.7	28.2		27.3	28.6	29.9	5.5	3.3			A	A
	26.6	3.4	30.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
	25.0	0.0	25.0		24.9	30.0	35.1	5.0	5.0	45.0		B	B
	23.8	0.0	23.8					5.5	4.0	50.0	23.0	75	75
	22.8	2.1	24.9		16.2	24.3	27.2	5.0	1.2	40.0	20.0	D	D
	22.5	0.8	23.3		19.5	23.4	27.3	5.0	3.0	44.0	26.0	B	A
				22.3	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
				19.9	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
	16.6	0.6	17.2		21.4	25.6	29.0	5.0	1.0	45.0			
NO. IN POS:	999												
$ 87.8 WT'D AVG:	$ 23.0	$ 0.8	$ 23.8	$ 20.6									

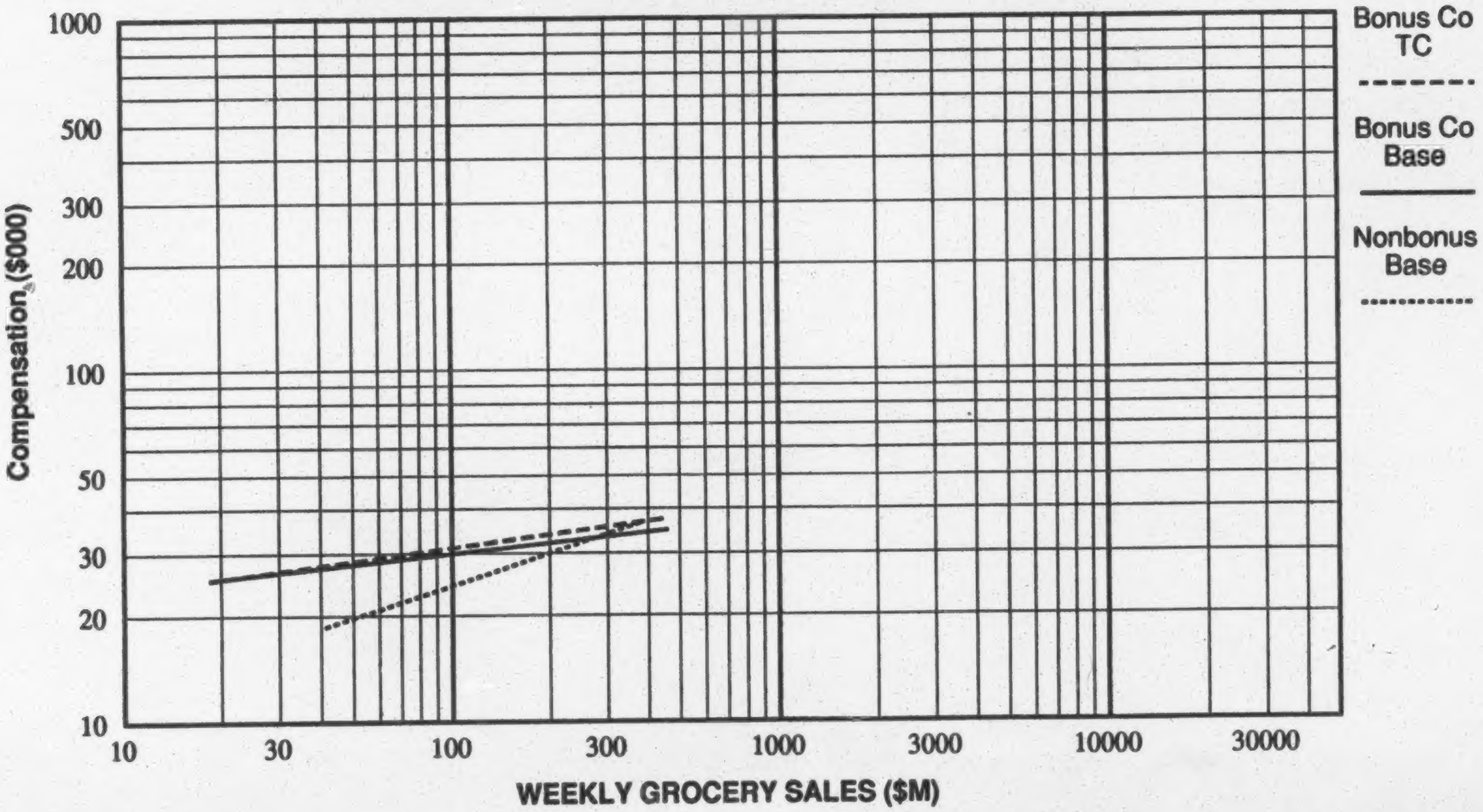
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9 AND BELOW	$ 44.0	$ 2.2	$ 46.2		$ 33.7	$ 42.2	$ 50.6	5.0	2.0	45.0	8.0	200	200
	38.1	0.0	38.1					6.0		48.0		D	E
	35.6	0.0	35.6					6.0		48.0		D	E
	30.2	0.0	30.2		24.9	30.0	35.1	5.0	5.0	45.0		B	B
	29.1	0.0	29.1		28.6	31.7	32.5	5.5					
	28.6	0.0	28.6		28.6	31.7	32.5	5.5					
				$ 25.3				5.0	1.0	40.0	13.0	E	E
	25.0	0.0	25.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
	25.0	3.0	28.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
	24.8	2.2	27.0		16.2	24.3	27.2	5.0	1.2	40.0	20.0	D	D
	23.0	0.0	23.0					5.5	4.0	50.0	23.0	75	75
				21.8	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
	21.4	0.1	21.5					5.5	4.0	50.0	23.0	75	75
				17.3	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
				16.1	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 186													
$ 55.5 WT'D AVG:	$ 28.5	$ 0.4	$ 28.9	$ 17.1									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER - NONUNION

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 42.4	$ 8.3	$ 50.7					6.0		48.0			
	42.3	5.8	48.1					6.0		48.0			
	39.5	6.8	46.3					6.0		48.0			
	38.9	5.7	44.6					6.0		48.0			
	38.0	9.7	47.7					6.0		48.0			
				$ 35.4		$ 35.4		5.0	1.0	40.0	26.0	E	E
				32.9	28.1	30.4	33.5	5.0	2.0	45.0	12.0	240	240
				32.4	28.1	30.4	33.5	5.0	2.0	45.0	12.0	240	240
				30.2	26.0	29.1	32.2	5.0	2.0	45.0	14.0	240	240
				29.5	23.9	26.5	29.9	5.0	2.0	45.0	12.0	240	240
				22.2	23.9	26.5	29.9	5.0	2.0	45.0	12.0	240	240
NO. IN POS: 623 WT'D AVG:	$ 40.3	$ 7.9	$ 48.2	$ 34.5									
NO. IN POS: 2261 $ 117.5 POSITION AVG:	$ 30.0	$ 3.1	$ 33.1	$ 24.4									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 50: GROCERY MANAGER - NONUNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.10	.14	.42
Std. Error	1.20	1.21	1.25

	BonCoBase	TC	Nonbonus
Slope	.09737	.12187	.30350
Y-Int	1.28117	1.24828	0.77851

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 51: DELI MANAGER

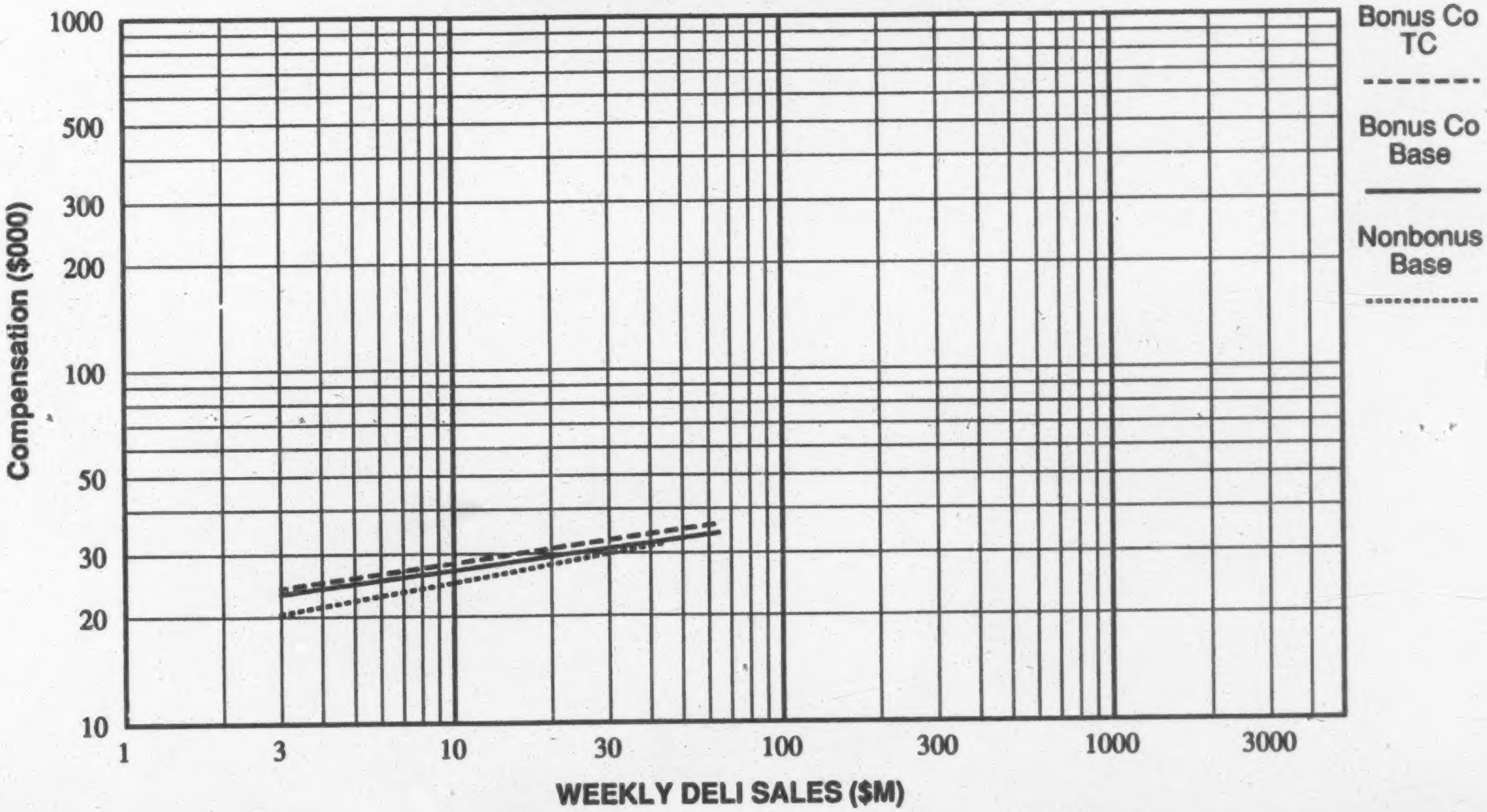
Directs and controls the operation of the store's deli department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE WEEKLY DELI SALES ($THOU)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$35.0 and Above	$57.8	$27.0	$0.4	$27.4	$26.0	249
34.9 to 20.0	25.2	31.9	1.8	33.7	34.0	303
19.9 to 15.0	18.8	29.6	0.9	30.5	29.6	266
14.9 to 10.0	12.4	28.9	1.1	30.0	33.1	158
9.9 to 5.0	7.5	24.4	1.0	25.4	28.5	587
4.9 and Below	4.2	22.8	0.8	23.6	22.2	588
No Scope Reported		27.4	6.5	33.9	31.9	646
POSITION AVERAGE	$16.7	$26.4	$2.6	$29.0	$29.1	2,797

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Deli Managers -- union and nonunion combined.

Exhibits on the following pages show Deli Managers who are union members (pages 292 - 295) and those who are nonunion (pages 296 - 299).

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 51: DELI MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.42	.38	.21
Std. Error	1.12	1.13	1.24

	BonCoBase	TC	Nonbonus
Slope	.12893	.13573	.16324
Y-Int	1.29955	1.31267	1.23414

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - UNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0	$ 39.1	$ 0.0	$ 39.1					5.0	2.0	40.0	8.0	232	320
AND ABOVE				$ 36.8				5.0		40.0	24.0	238	E
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
	32.4	0.0	32.4						2.0	40.0	8.0	232	320
	31.9	0.0	31.9					5.0	2.0	40.0	8.0	232	320
				31.8	$ 25.8	$ 29.6	$ 33.4	5.0	1.0	42.0	4.0	E	E
	31.8	0.0	31.8					5.0	2.0	40.0	8.0	232	320
				31.2				5.0	1.0	40.0	13.0	E	E
	29.7	0.5	30.2					5.0		45.0			F
				27.0				5.0	1.0	41.0	3.0	E	F
	25.3	0.1	25.4					5.0		40.0		E	F
NO. IN POS: 241													
$ 56.5 WT'D AVG:	$ 26.1	$ 0.1	$ 26.2	$ 31.7									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - UNION

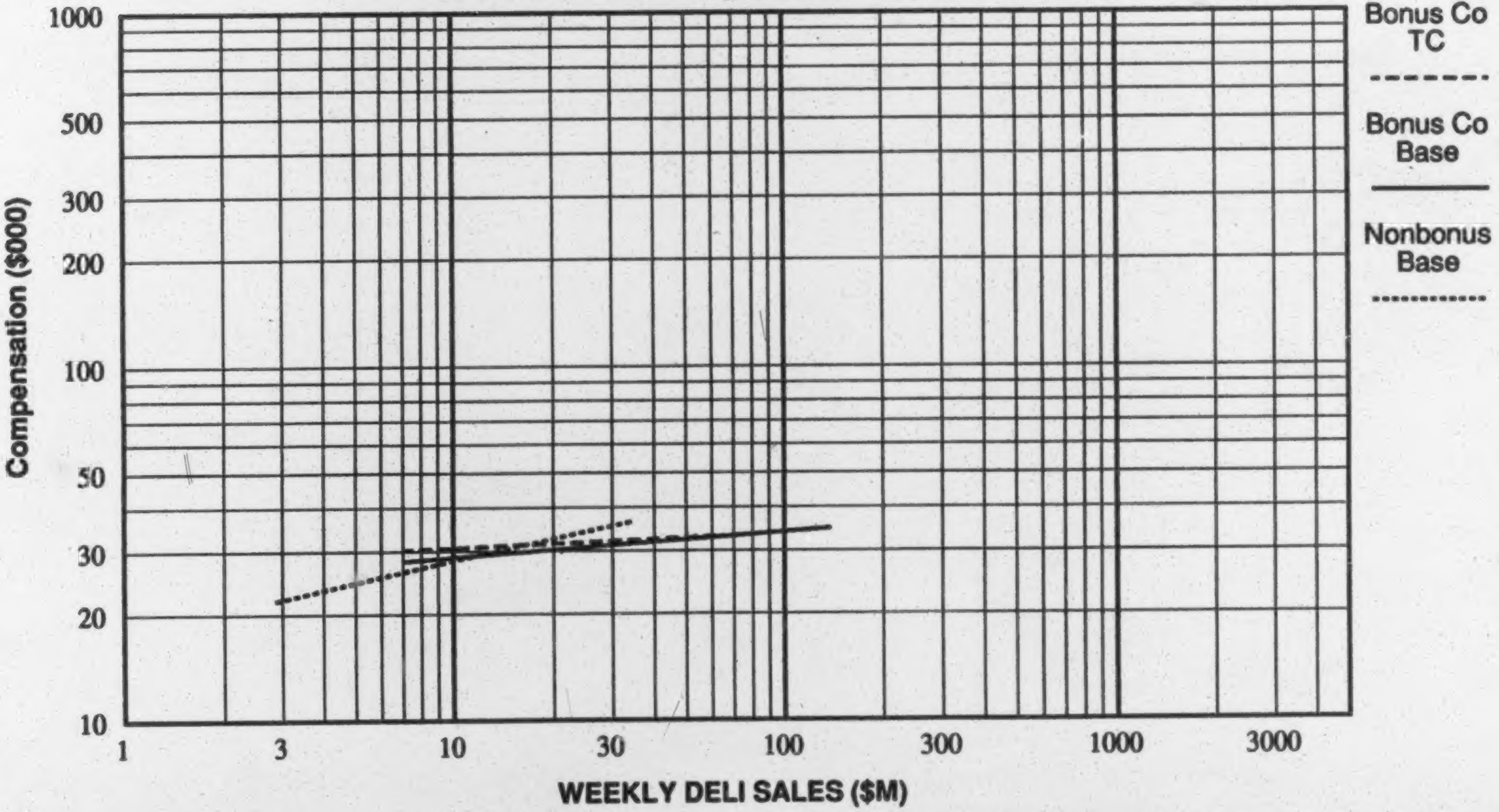
SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9 TO $10.0				$ 37.5				5.0		40.0		F	E
				36.8				5.0		40.0	24.0	238	E
				36.8				5.0		40.0	24.0	238	E
	$ 33.5	$ 3.1	$ 36.6					5.0	1.0	40.0	12.0	F	E
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
				32.6				4.9		40.0	4.0	E	F
				32.6				4.9		40.0	4.0	E	F
				32.3	$ 25.8	$ 29.6	$ 33.4	5.0	1.0	41.0	27.0	E	E
				31.9	25.8	29.6	33.4	5.0	1.0	41.0	6.5	E	E
				31.7									
	31.2	0.0	31.2					5.0	2.0	40.0	8.0	232	320
				31.1				5.0	1.0	40.0	13.0	E	E
				30.4				5.0	1.0	40.0	13.0	E	E
	30.0	0.5	30.5										
	29.7	0.5	30.2					5.0		45.0			F
	29.7	0.5	30.2					5.0		45.0			F
NO. IN POS: 408													
$ 19.7 WT'D AVG:	$ 30.3	$ 0.8	$ 31.1	$ 35.3									
$9.9 AND BELOW				$ 32.0									
				28.3									
				27.0				5.0	1.0	41.0	3.0	E	F
	$ 23.3	$ 0.0	$ 23.3		$ 20.7		$ 23.3	5.0	1.0	40.0		E	E
	22.9	3.0	25.9		17.7	21.3	24.9	5.0		40.0	12.0	E	E
				18.7				5.0	3.0	40.0	24.0	80	80
				15.4									
NO. IN POS: 426													
$ 5.6 WT'D AVG:	$ 23.0	$ 1.9	$ 24.9	$ 26.6									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - UNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED NO. IN POS: 155	$ 30.7	$ 3.0	$ 33.7					5.0	1.0	40.0	13.0	E	E
NO. IN POS: 1230 $ 22.4 POSITION AVG:	$ 28.5	$ 1.2	$ 29.7	$ 29.9									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 51: DELI MANAGER - UNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.15	.05	.45
Std. Error	1.14	1.16	1.19

	BonCoBase	TC	Nonbonus
Slope	.07018	.04075	.20558
Y-Int	1.39000	1.44631	1.24506

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - NONUNION

SCOPE WKLY DELI SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0		$ 36.5	$ 1.8	$ 38.3					5.0	1.0	40.0	12.0	E	A
AND ABOVE		34.4	4.2	38.6		$ 33.5		$ 34.8	5.0	1.0	50.0	12.0	B	B
		33.1	0.9	34.0		28.7	33.8	38.8	5.0	1.0	45.0			
		31.5	0.5	32.0		25.4	31.8	38.2	5.5		49.5	.5	B	B
		30.5	0.7	31.2		28.7	33.8	38.8	5.0	1.0	45.0			
		29.4	0.7	30.1					5.0	1.0	40.0		E	E
		28.5	2.6	31.1		26.9	33.6	40.3	5.0	1.0	40.0	20.0	D	D
		28.0	2.6	30.6		26.9	33.6	40.3	5.0	1.0	40.0	20.0	D	D
					$ 26.0				5.0	1.0	40.0	26.0	E	E
NO. IN POS:	40													
$ 42.7	WT'D AVG:	$ 33.0	$ 1.8	$ 34.8	$ 26.0									
$34.9		$ 35.2	$ 1.7	$ 36.9					5.0	1.0	40.0	12.0	E	A
TO		33.2	3.3	36.5		$ 32.5		$ 33.5	5.0	1.0	50.0	12.0	B	B
$25.0		32.5	3.0	35.5					5.0		48.0	17.0	E	B
		31.9	0.0	31.9		25.4	31.8	38.2	5.5		49.5	.5	B	B
		30.2	1.0	31.2		28.7	33.8	38.8	5.0	1.0	45.0			
		29.0	2.6	31.6		26.9	33.6	40.3	5.0	1.0	40.0	20.0	D	D
					$ 28.5	26.0	28.3	30.7	5.0		40.0		B	B
					25.9				5.0	1.0	40.0	26.0	E	E
					24.8				2.0	5.0			E	F
NO. IN POS:	68													
$ 29.8	WT'D AVG:	$ 32.4	$ 2.0	$ 34.4	$ 26.2									

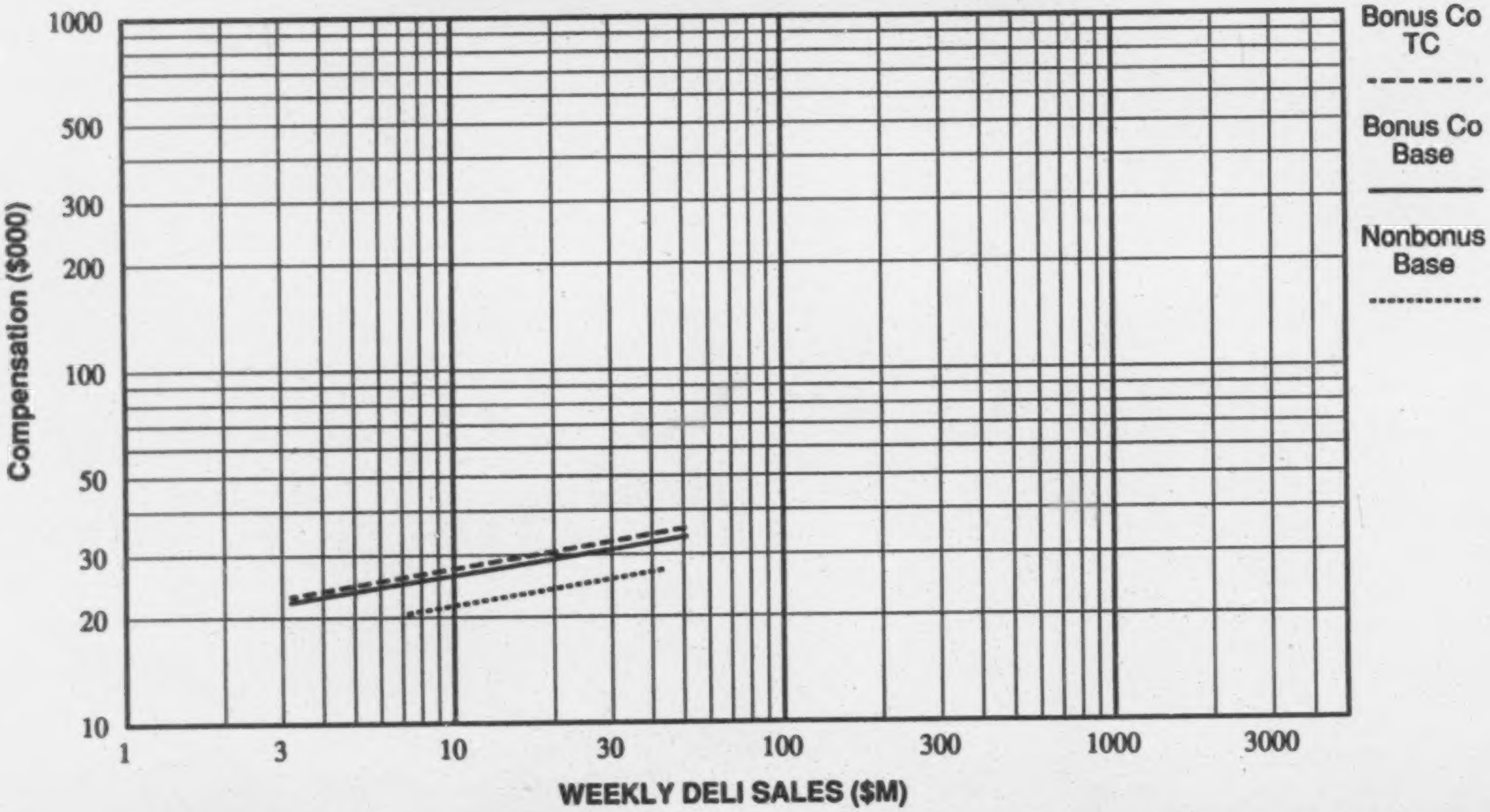
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - NONUNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 34.1	$ 1.7	$ 35.8					5.0	1.0	40.0	12.0	E	A
TO	32.5	3.0	35.5					5.0		48.0	17.0	E	B
$15.0	32.5	2.7	35.2					5.0	1.0	50.0	12.0	B	B
	30.8	0.0	30.8		$ 29.1		$ 33.3	5.0	1.0	40.0	14.0		
	30.3	0.0	30.3		25.4	31.8	38.2	5.5		49.5	.5	B	B
	28.7	0.8	29.5		28.7	33.8	38.8	5.0	1.0	45.0			
	28.3	0.7	29.0					5.0	1.0	40.0		E	E
				$ 27.7	25.5	27.5	29.6	5.0		40.0		B	B
	27.5	2.5	30.0		20.0	25.0	30.0	4.0	.5	40.0	26.0	B	B
	27.1	4.0	31.1		26.3		28.6	5.0	2.0	44.0	20.0	B	B
	25.7	0.1	25.8		20.8	25.5	30.2	5.0	2.0	42.0	15.0	B	B
				25.6				5.0	1.0	40.0	26.0	E	E
				24.8				5.0		40.0		E	F
	23.8	2.2	26.0		16.2	24.3	27.2	5.0	1.0	40.0	20.0	D	D
	23.1	1.0	24.1		23.4	28.3	31.5	4.5		45.4	24.0	B	
				21.0				5.0	1.0	45.0	17.0	E	D
				20.4	16.0		22.8	5.0		40.0	12.0	D	D
				20.0	17.0	19.0	20.0	5.0	2.0	40.0	13.0	A	C
NO. IN POS: 127													
$ 19.3 WT'D AVG:	$ 29.4	$ 1.6	$ 31.0	$ 22.9									
$14.9	$ 32.5	$ 1.1	$ 33.6					5.0	1.0	50.0	12.0	B	B
TO	30.6	0.0	30.6		$ 25.4	$ 31.8	$ 38.2	5.5		49.5	.5	B	B
$10.0	29.3	2.6	31.9		22.6	27.8	33.3	5.0		47.3	13.8	B	
	28.3	0.7	29.0					5.0	1.0	40.0		E	E
				$ 27.1	23.4	24.7	26.0	5.0		40.0		B	B
	26.1	0.2	26.3		20.8	25.5	30.2	5.0	2.0	42.0	15.0	B	B
				25.5				5.0	1.0	40.0	26.0	E	E
NO. IN POS: 92													
$ 12.6 WT'D AVG:	$ 28.0	$ 0.7	$ 28.7	$ 26.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER - NONUNION

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$9.9 TO $5.0	$ 32.5	$ 3.0	$ 35.5					5.0		48.0	17.0	E	B
	28.5	0.0	28.5		$ 27.1		$ 30.2	5.0	1.0	40.0	14.0		
	25.3	0.6	25.9		21.4	25.2	29.0	5.0	1.0	45.0			
				$ 24.8				5.0		40.0		E	F
	23.4	0.0	23.4		23.4	27.0	29.1						
	23.3	1.2	24.5		22.4	24.4	26.3	5.0	2.0	44.0	20.0	B	B
	22.5	4.5	27.0		20.0	25.0	30.0	4.0	.5	40.0	26.0	B	B
	22.3	2.0	24.3		16.2	24.3	27.2	5.0	1.0	40.0	20.0	D	D
				17.9				5.0	1.0	40.0	17.0	E	D
				16.4	11.4		23.3	5.0		40.0	12.0	E	E
NO. IN POS: 354													
$ 7.8 WT'D AVG:	$ 24.4	$ 1.1	$ 25.5	$ 18.9									
$4.9 AND BELOW	$ 23.5	$ 0.7	$ 24.2		$ 18.7	$ 23.5	$ 28.3	5.0	1.0	45.0	12.0	100	100
	22.6	0.8	23.4		17.2	22.3	27.3	5.0	2.5	44.0	26.0	B	A
	20.7	0.2	20.9					5.5		50.0		E	E
NO. IN POS: 395													
$ 4.3 WT'D AVG:	$ 22.8	$ 0.8	$ 23.6										
NO SCOPE REPORTED				$ 33.8		$ 33.8		5.0	1.0	40.0	26.0	E	E
				30.2	23.9	26.8	29.9	5.0	1.0	40.0	12.0	E	E
				28.3	25.0	28.3	32.5	5.0	1.0	40.0	12.0	E	E
	$ 26.2	$ 8.1	$ 34.3					5.0		50.0			
				21.5				5.0	1.0	40.0	12.0	E	E
NO. IN POS: 473													
WT'D AVG:	$ 26.2	$ 8.1	$ 34.3	$ 31.9									
NO. IN POS: 1549													
$ 11.0 POSITION AVG:	$ 25.6	$ 3.1	$ 28.7	$ 26.1									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 51: DELI MANAGER - NONUNION



	BonCoBase	TC	Nonbonus
Coeff. Det.	.54	.54	.25
Std. Error	1.11	1.11	1.16

	BonCoBase	TC	Nonbonus
Slope	.15074	.15636	.15629
Y-Int	1.26826	1.28312	1.17707

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)

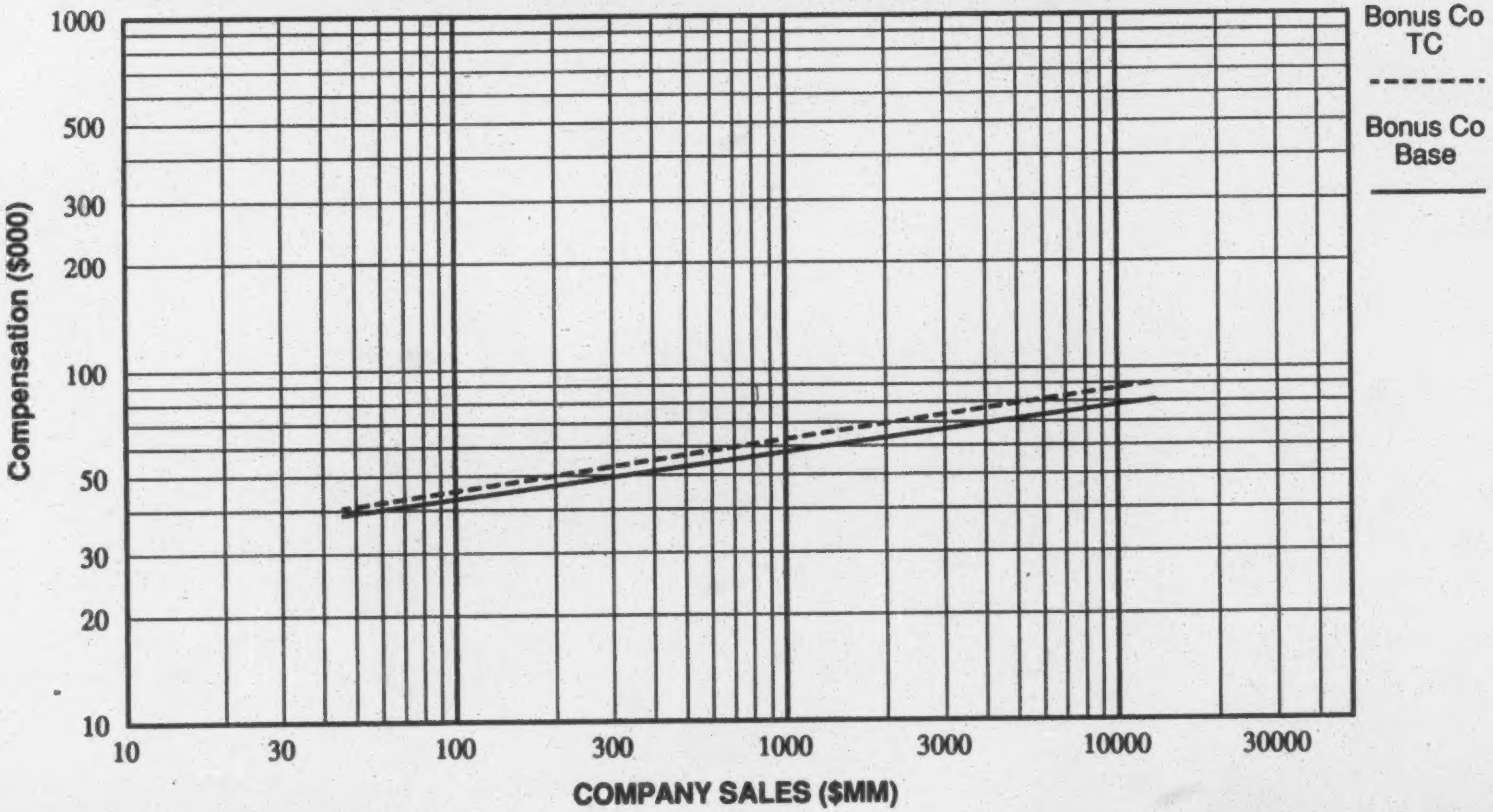
Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	ASST. V.P./DIR	$ 91.0	$ 9.1	$100.1		$ 85.0	$ 92.0	$100.0
	GROUP EXEC.	88.8	6.3	95.1		66.1	84.2	103.3
	GROUP EXEC.	86.3	8.1	94.4		66.1	84.2	103.3
	DIV. V.P./MGR.	80.6	6.9	87.5		68.4	85.5	102.6
	DIV. V.P./MGR.	79.8	13.3	93.1		70.5	88.1	105.7
	DIV. V.P./MGR.	77.8	10.2	88.0		62.9	78.6	94.4
	DIV. V.P./MGR.	77.5	8.4	85.9		65.0	81.2	97.2
		66.2	4.9	71.1		61.4	76.7	92.0
	VICE PRESIDENT	60.7	1.9	62.6		60.0	74.1	88.1
	GROUP EXEC.	60.3	10.0	70.3		51.1	63.9	76.7
	ASST. V.P./DIR	53.3	7.5	60.8		48.9	54.9	60.8
	NO IN POSITION: 56							
$ 9467.9	WEIGHTED GROUP AVG:	$ 69.3	$ 7.0	$ 76.3				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	VICE PRESIDENT	$ 84.4	$ 13.9	$ 98.3		$ 65.4	$ 81.8	$ 98.2
TO	DIV. V.P./MGR.				$ 54.2			
$1000.0	VICE PRESIDENT	52.0	10.3	62.3				
		50.0	5.0	55.0		43.0	50.0	55.0
	GROUP EXEC.				49.4	41.1	51.6	62.0
	DIV. V.P./MGR.				48.1			
	DIV. V.P./MGR.				43.4			
	DIV. V.P./MGR.				43.2	31.8	41.1	50.9
	ASST. V.P./DIR	42.0	0.0	42.0		32.1	37.6	43.4
	NO IN POSITION: 18							
$ 1841.4	WEIGHTED GROUP AVG:	$ 57.1	$ 7.3	$ 64.4	$ 44.8			
$999.9	SENIOR V.P.	$ 73.0	$ 6.0	$ 79.0				
AND BELOW	ASST. V.P./DIR	62.4	5.1	67.5				
	VICE PRESIDENT	48.7	10.9	59.6		$ 36.2	$ 45.3	$ 54.3
	VICE PRESIDENT	45.5	4.2	49.7		34.6	43.2	51.7
	CEO/PRESIDENT	45.1	0.0	45.1				
	MANAGER	44.7	5.0	49.7				
		39.3	0.0	39.3				
	C.O.O.	39.0	0.0	39.0				
	MANAGER	37.1	0.6	37.7				
	MANAGER	33.8	0.0	33.8		27.3	32.5	37.7
	VICE PRESIDENT				$ 32.5	29.9	31.2	32.5
	GROUP EXEC.				32.0			
		26.0	0.5	26.5		24.0	27.0	30.0
	NO IN POSITION: 14							
$ 293.6	WEIGHTED GROUP AVG:	$ 44.3	$ 2.8	$ 47.0	$ 32.3			
	NO IN POSITION: 88							
$ 6448.4	POSITION AVERAGE:	$ 64.5	$ 6.3	$ 70.8	$ 43.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 52: WAREHOUSE MANAGER (W/TRANSPORTATION)



	BonCoBase	TC
Coeff. Det.	.66	.67
Std. Error	1.20	1.21

	BonCoBase	TC
Slope	.12912	.14229
Y-Int	1.37488	1.37218

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

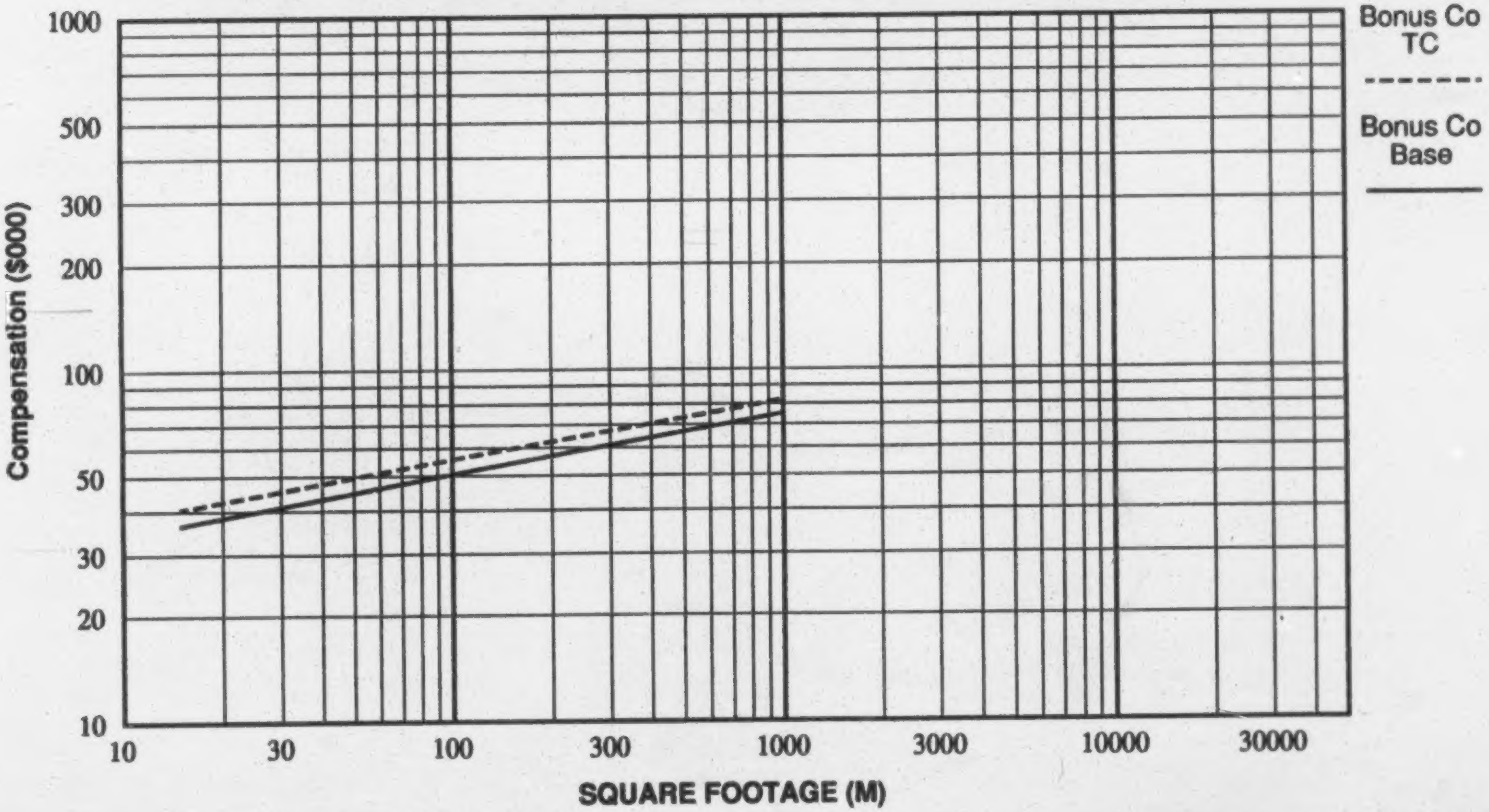
Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
300.0 AND ABOVE	GROUP EXEC.	$ 88.8	$ 6.3	$ 95.1		$ 66.1	$ 84.2	$103.3
	GROUP EXEC.	86.3	8.1	94.4		66.1	84.2	103.3
	VICE PRESIDENT	84.4	13.9	98.3		65.4	81.8	98.2
	DIV. V.P./MGR.	80.6	6.9	87.5		68.4	85.5	102.6
	DIV. V.P./MGR.	79.8	13.3	93.1		70.5	88.1	105.7
	DIV. V.P./MGR.	77.8	10.2	88.0		62.9	78.6	94.4
	DIV. V.P./MGR.	77.5	8.4	85.9		65.0	81.2	97.2
		66.2	4.9	71.1		61.4	76.7	92.0
	ASST. V.P./DIR	53.3	7.5	60.8		48.9	54.9	60.8
	VICE PRESIDENT	52.0	10.3	62.3				
		50.0	5.0	55.0		43.0	50.0	55.0
	VICE PRESIDENT	45.5	4.2	49.7		34.6	43.2	51.7
	MANAGER	44.7	5.0	49.7				
	ASST. V.P./DIR	42.0	0.0	42.0		32.1	37.6	43.4
	NO IN POSITION:	49						
626.6	WEIGHTED GROUP AVG:	$ 68.4	$ 7.0	$ 75.4				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
299.9 AND BELOW	ASST. V.P./DIR	$ 91.0	$ 9.1	$100.1		$ 85.0	$ 92.0	$100.0
	SENIOR V.P.	73.0	6.0	79.0				
	ASST. V.P./DIR	62.4	5.1	67.5				
	VICE PRESIDENT	60.7	1.9	62.6		60.0	74.1	88.1
	DIV. V.P./MGR.				$ 54.2			
	GROUP EXEC.				49.4	41.1	51.6	62.0
	VICE PRESIDENT	48.7	10.9	59.6		36.2	45.3	54.3
	DIV. V.P./MGR.				48.1			
	DIV. V.P./MGR.				43.4			
	DIV. V.P./MGR.				43.2	31.8	41.1	50.9
		39.3	0.0	39.3				
	MANAGER	37.1	0.6	37.7				
	MANAGER	33.8	0.0	33.8		27.3	32.5	37.7
	VICE PRESIDENT				32.5	29.9	31.2	32.5
	GROUP EXEC.				32.0			
		26.0	0.5	26.5		24.0	27.0	30.0
	NO IN POSITION: 31							
158.5	WEIGHTED GROUP AVG:	$ 56.2	$ 3.4	$ 59.6	$ 43.2			
NO SCOPE REPORTED	GROUP EXEC.	$ 60.3	$ 10.0	$ 70.3		$ 51.1	$ 63.9	$ 76.7
	CEO/PRESIDENT	45.1	0.0	45.1				
	C.O.O.	39.0	0.0	39.0				
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 55.7	$ 7.5	$ 63.2				
	NO IN POSITION: 88							
445.2	POSITION AVERAGE:	$ 64.5	$ 6.3	$ 70.8	$ 43.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 52: WAREHOUSE MANAGER (W/TRANSPORTATION)



	BonCoBase	TC
Coeff. Det.	.40	.33
Std. Error	1.31	1.33

	BonCoBase	TC
Slope	.17288	.16949
Y-Int	1.35731	1.40679

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

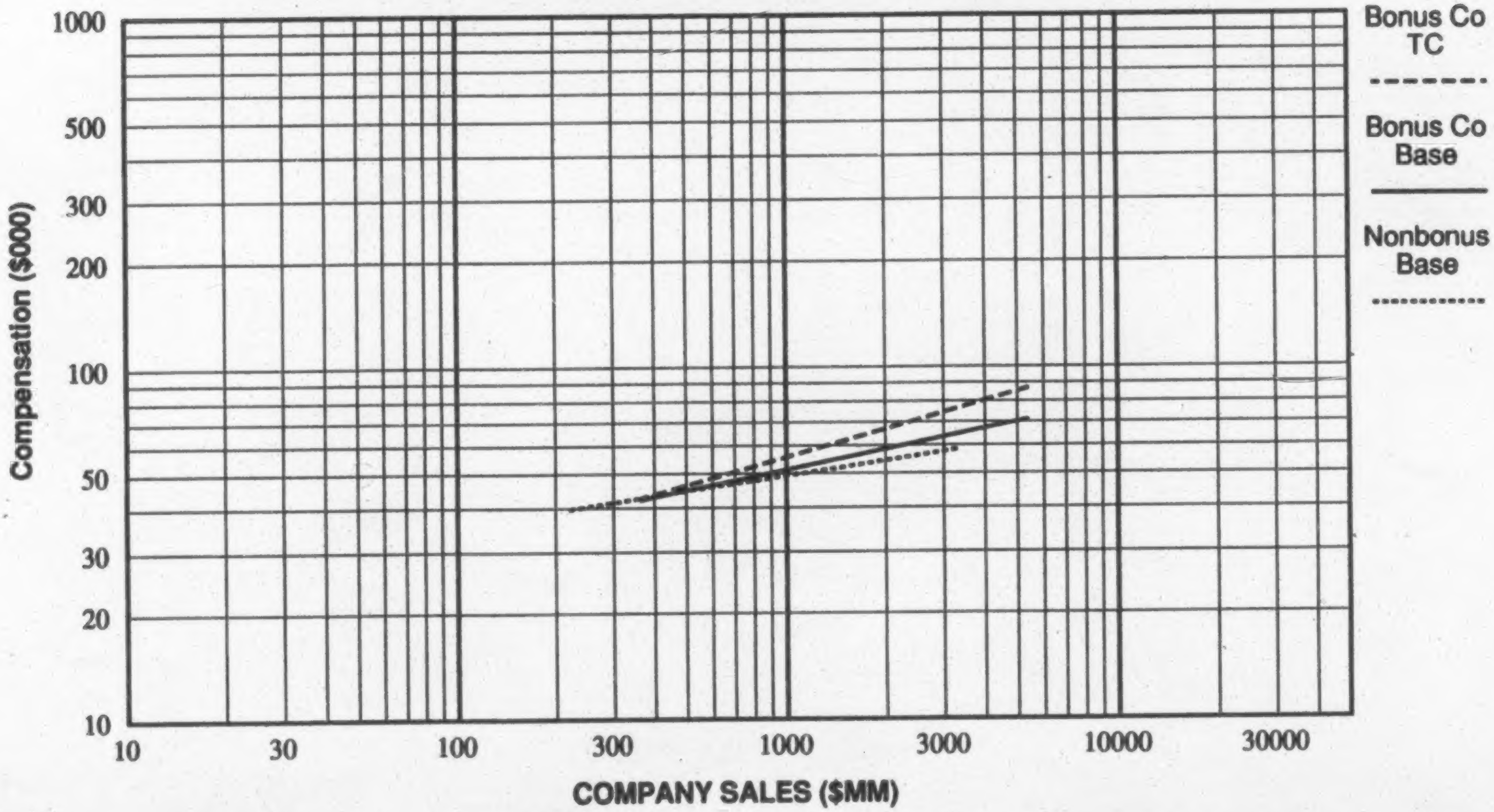
Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	SENIOR V.P.	$ 95.4	$ 11.8	$107.2		$ 76.4	$ 95.4	$114.6
	SENIOR V.P.	88.1	8.5	96.6		58.6	73.3	87.9
	VICE PRESIDENT	81.6	12.6	94.2		52.0	65.1	
	VICE PRESIDENT	66.8	6.9	73.7		47.2	59.0	
	EXEC. V.P.	66.0	0.0	66.0				
	VICE PRESIDENT	65.5	12.8	78.3		48.5	60.0	71.4
	VICE PRESIDENT	62.2	5.5	67.7		47.9	60.6	73.2
	MANAGER				$ 59.0	41.8	53.3	64.7
	VICE PRESIDENT	59.0	5.3	64.3		47.2	59.0	
	VICE PRESIDENT	57.9	6.5	64.4		47.2	59.0	
	VICE PRESIDENT	53.5	9.3	62.8		44.8	54.5	64.4
	ASST. V.P./DIR	50.0	8.2	58.2				
		47.3	0.5	47.8		47.4	59.2	71.0
	NO IN POSITION: 57							
$ 6786.1	WEIGHTED GROUP AVG:	$ 58.2	$ 6.5	$ 64.7	$ 59.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	VICE PRESIDENT				$ 68.3	$ 53.6	$ 69.4	$ 85.3
AND BELOW	VICE PRESIDENT	$ 67.9	$ 10.9	$ 78.8		48.9	60.2	71.3
	VICE PRESIDENT	59.4	0.0	59.4		57.4	70.9	84.4
	DIV. V.P./MGR.				58.0			
	EXEC. V.P.	55.0	5.0	60.0				
	VICE PRESIDENT				51.6	35.6	44.5	53.4
		51.4	3.3	54.7		39.9	50.2	60.5
	GROUP EXEC.				50.9	41.1	51.6	62.0
	ASST. V.P./DIR	49.8	11.2	61.0		44.8	54.9	65.0
	SENIOR V.P.				49.0			
	VICE PRESIDENT	46.5	4.0	50.5		39.2	50.0	60.8
	VICE PRESIDENT				46.0	32.4	40.5	48.6
	VICE PRESIDENT	45.3	4.1	49.4		34.6	43.2	51.7
	VICE PRESIDENT	44.3	11.3	55.6				
	VICE PRESIDENT	43.0	3.6	46.6		39.2	50.0	60.8
	MANAGER				42.7			
	VICE PRESIDENT	41.9	3.9	45.8		39.2	50.0	60.8
	VICE PRESIDENT	41.9	0.0	41.9		39.2	50.0	60.8
	VICE PRESIDENT	40.2	1.6	41.8		32.4	40.5	48.6
					40.0			
	ASST. V.P./DIR				37.1	29.5	36.9	44.3
	DIV. V.P./MGR.				36.9	30.2		54.2
	GROUP EXEC.	28.6	1.8	30.4		24.2		34.7
					19.7			
	NO IN POSITION: 114							
$ 909.7	WEIGHTED GROUP AVG:	$ 45.6	$ 4.4	$ 50.0	$ 46.5			
	NO IN POSITION: 171							
$ 2868.5	POSITION AVERAGE:	$ 54.3	$ 5.7	$ 60.0	$ 47.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 53: WAREHOUSE MANAGER (WITHOUT TRANS.)



	BonCoBase	TC	Nonbonus
Coeff. Det.	.53	.66	.32
Std. Error	1.19	1.21	1.18

	BonCoBase	TC	Nonbonus
Slope	.19390	.26571	.14351
Y-Int	1.12748	0.94807	1.26135

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
300.0 AND ABOVE	SENIOR V.P.	$ 95.4	$ 11.8	$107.2		$ 76.4	$ 95.4	$114.6
	VICE PRESIDENT	81.6	12.6	94.2		52.0	65.1	
	VICE PRESIDENT				$ 68.3	53.6	69.4	85.3
	VICE PRESIDENT	66.8	6.9	73.7		47.2	59.0	
	VICE PRESIDENT	62.2	5.5	67.7		47.9	60.6	73.2
	VICE PRESIDENT	59.4	0.0	59.4		57.4	70.9	84.4
	VICE PRESIDENT	59.0	5.3	64.3		47.2	59.0	
	MANAGER				59.0	41.8	53.3	64.7
	DIV. V.P./MGR.				58.0			
	EXEC. V.P.	55.0	5.0	60.0				
	VICE PRESIDENT	53.5	9.3	62.8		44.8	54.5	64.4
	ASST. V.P./DIR	49.8	11.2	61.0		44.8	54.9	65.0
	SENIOR V.P.				49.0			
	VICE PRESIDENT	46.5	4.0	50.5		39.2	50.0	60.8
	NO IN POSITION: 84							
410.4	WEIGHTED GROUP AVG:	$ 63.3	$ 7.1	$ 70.4	$ 51.0			

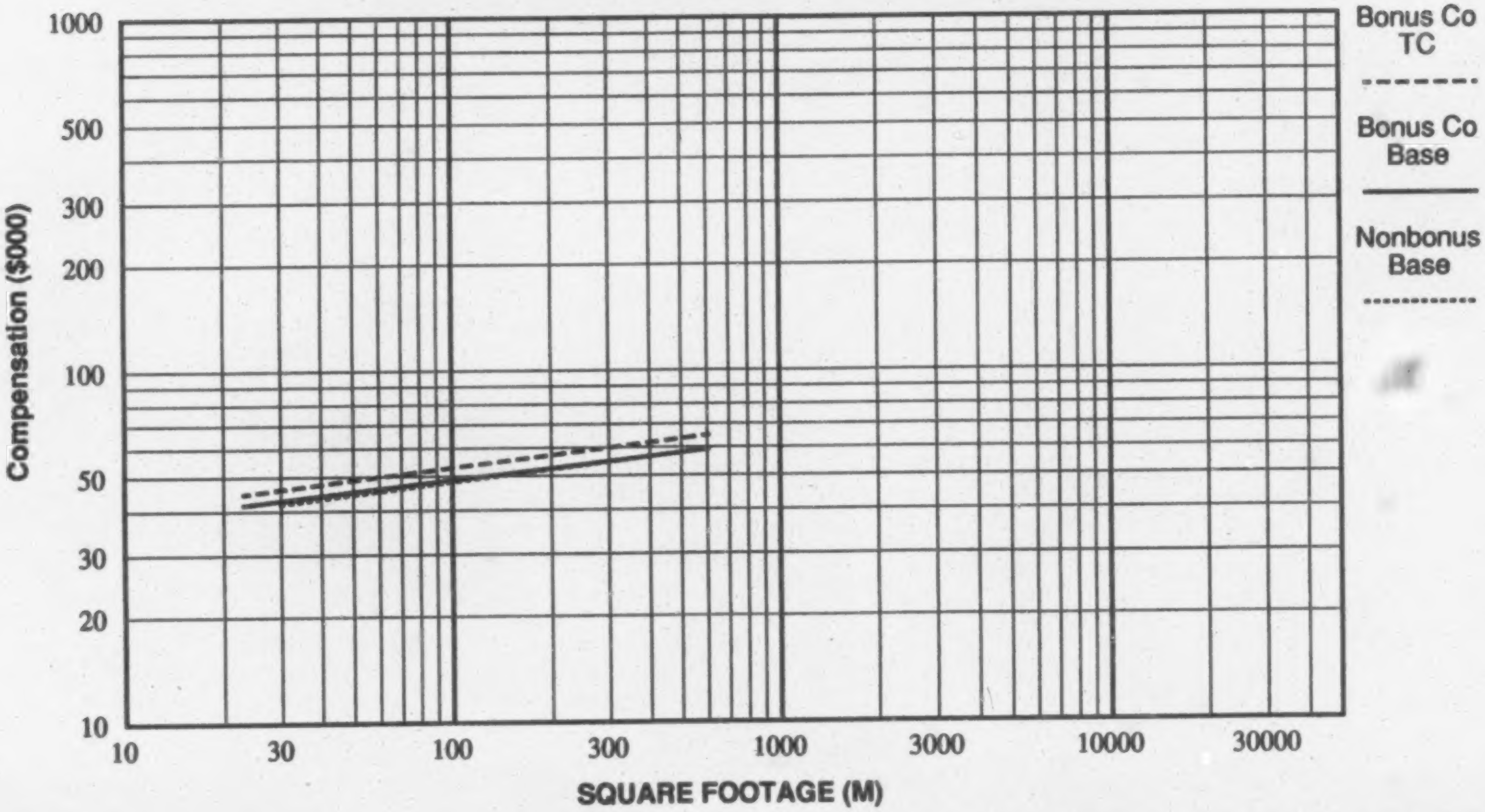
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
299.9 AND BELOW	VICE PRESIDENT	$ 67.9	$ 10.9	$ 78.8		$ 48.9	$ 60.2	$ 71.3
	VICE PRESIDENT	65.5	12.8	78.3		48.5	60.0	71.4
	VICE PRESIDENT	57.9	6.5	64.4		47.2	59.0	
	VICE PRESIDENT				$ 51.6	35.6	44.5	53.4
		51.4	3.3	54.7		39.9	50.2	60.5
	GROUP EXEC.				50.9	41.1	51.6	62.0
	VICE PRESIDENT				46.0	32.4	40.5	48.6
	VICE PRESIDENT	45.3	4.1	49.4		34.6	43.2	51.7
	VICE PRESIDENT	44.3	11.3	55.6				
	VICE PRESIDENT	43.0	3.6	46.6		39.2	50.0	60.8
	MANAGER				42.7			
	VICE PRESIDENT	41.9	3.9	45.8		39.2	50.0	60.8
	VICE PRESIDENT	41.9	0.0	41.9		39.2	50.0	60.8
	VICE PRESIDENT	40.2	1.6	41.8		32.4	40.5	48.6
					40.0			
	ASST. V.P./DIR				37.1	29.5	36.9	44.3
	DIV. V.P./MGR.				36.9	30.2		54.2
	GROUP EXEC.	28.6	1.8	30.4		24.2		34.7
					19.7			
	NO IN POSITION: 62							
94.8	WEIGHTED GROUP AVG:	$ 48.4	$ 6.2	$ 54.6	$ 41.0			
NO SCOPE REPORTED	SENIOR V.P.	$ 88.1	$ 8.5	$ 96.6		$ 58.6	$ 73.3	$ 87.9
	EXEC. V.P.	66.0	0.0	66.0				
	ASST. V.P./DIR	50.0	8.2	58.2				
		47.3	0.5	47.8		47.4	59.2	71.0
	NO IN POSITION: 25							
	WEIGHTED GROUP AVG:	$ 50.8	$ 3.8	$ 54.6				
	NO IN POSITION: 171							
276.4	POSITION AVERAGE:	$ 54.3	$ 5.7	$ 60.0	$ 47.1			

FOOD MARKETING INSTITUTE

1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 53: WAREHOUSE MANAGER (WITHOUT TRANS.)



	BonCoBase	TC	Nonbonus
Coeff. Det.	.38	.40	.42
Std. Error	1.15	1.16	1.17

	BonCoBase	TC	Nonbonus
Slope	.10631	.11461	.11680
Y-Int	1.47574	1.49421	1.44874

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD

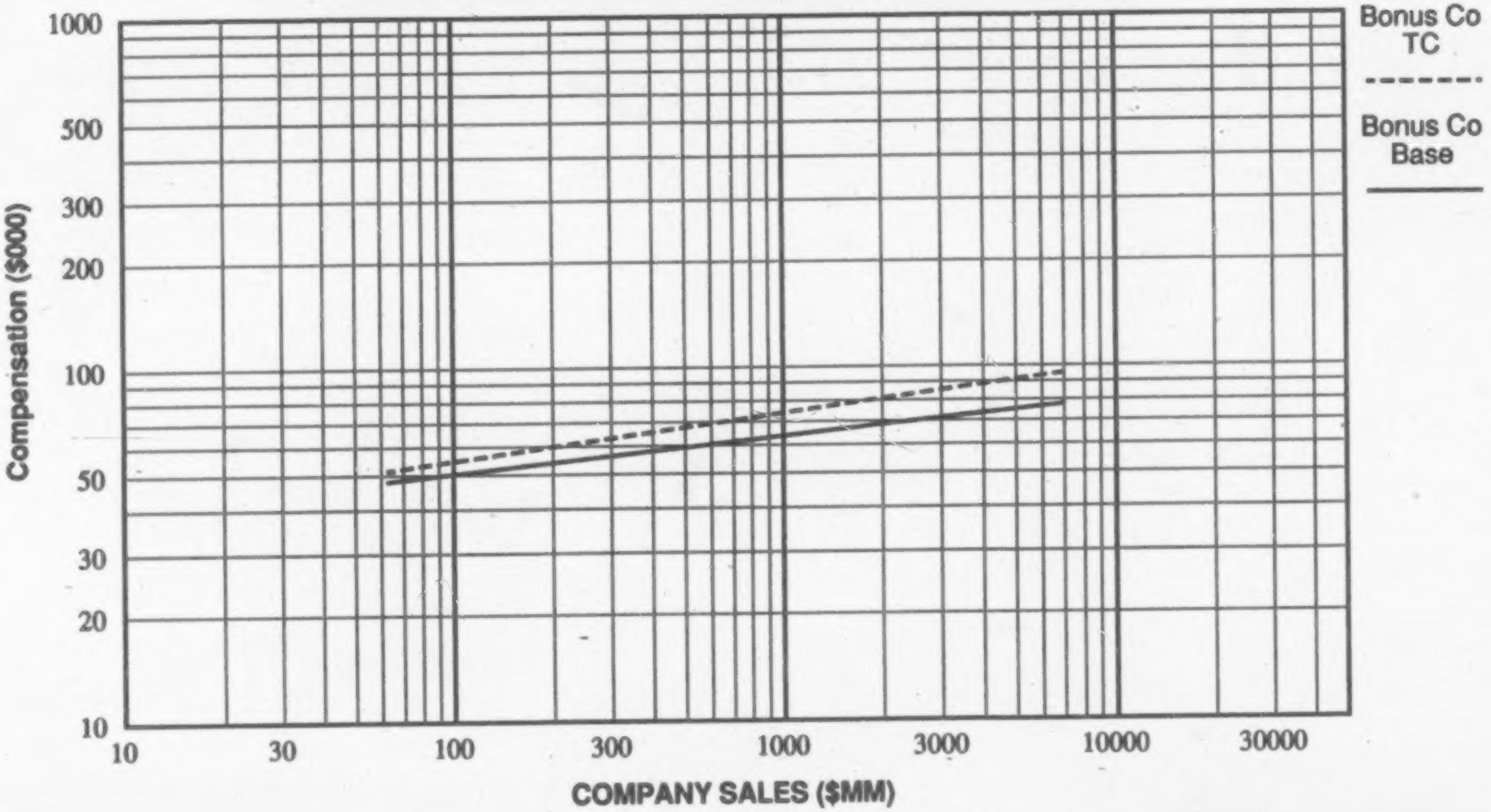
Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	SENIOR V.P.	$110.0	$ 31.6	$141.6		$ 78.0	$ 93.8	$109.6
	SENIOR V.P.	100.0	40.0	140.0				
	DIV. V.P./MGR.	91.1	9.1	100.2		69.5	88.7	107.7
	GROUP EXEC.	80.4	30.1	110.5		63.3	79.1	
	VICE PRESIDENT	79.9	20.0	99.9				
	VICE PRESIDENT	75.0	19.0	94.0				
	VICE PRESIDENT	69.5	13.4	82.9				
		68.9	4.5	73.4		47.2	59.2	71.2
	SENIOR V.P.	68.1	2.8	70.9		67.5	83.6	99.8
	VICE PRESIDENT	66.6	0.0	66.6				
	SENIOR V.P.				$ 66.0	47.0	58.8	70.6
	VICE PRESIDENT	65.0	8.0	73.0		61.8	82.4	103.0
	SENIOR V.P.	63.1	25.6	88.7				
	VICE PRESIDENT	62.0	49.3	111.3		46.4	60.3	74.3
	DIV. V.P./MGR.	52.5	7.5	60.0				
					52.0	45.0	48.0	52.0
	NO IN POSITION: 16							
$ 2832.2	WEIGHTED GROUP AVG:	$ 75.1	$ 18.6	$ 93.8	$ 59.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	CEO/PRESIDENT	$ 69.4	$ 0.0	$ 69.4		$ 51.3	$ 64.1	$ 77.0
	SENIOR V.P.	62.4	0.0	62.4		49.4	54.6	59.8
	VICE PRESIDENT	61.7	1.6	63.3				
	C.O.O.				$ 57.0			
	GROUP EXEC.	56.8	4.0	60.8				
	EXEC. V.P.	55.3	2.7	58.0				
	ASST. V.P./DIR	54.4	5.4	59.8		42.4	51.1	59.9
	CEO/PRESIDENT	53.1	7.9	61.0				
	VICE PRESIDENT	51.5	15.4	66.9		39.2	50.0	60.8
		49.4	2.0	51.4				
		45.1	13.0	58.1		40.0	45.0	50.0
	NO IN POSITION: 11							
$ 441.0	WEIGHTED GROUP AVG:	$ 55.9	$ 5.2	$ 61.1	$ 57.0			
	NO IN POSITION: 27							
$ 1858.0	POSITION AVERAGE:	$ 67.1	$ 13.1	$ 80.2	$ 58.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 54: PHARMACY DEPARTMENT HEAD



	BonCoBase	TC
Coeff. Det.	.63	.59
Std. Error	1.11	1.16

	BonCoBase	TC
Slope	.10277	.13081
Y-Int	1.49578	1.47680

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD

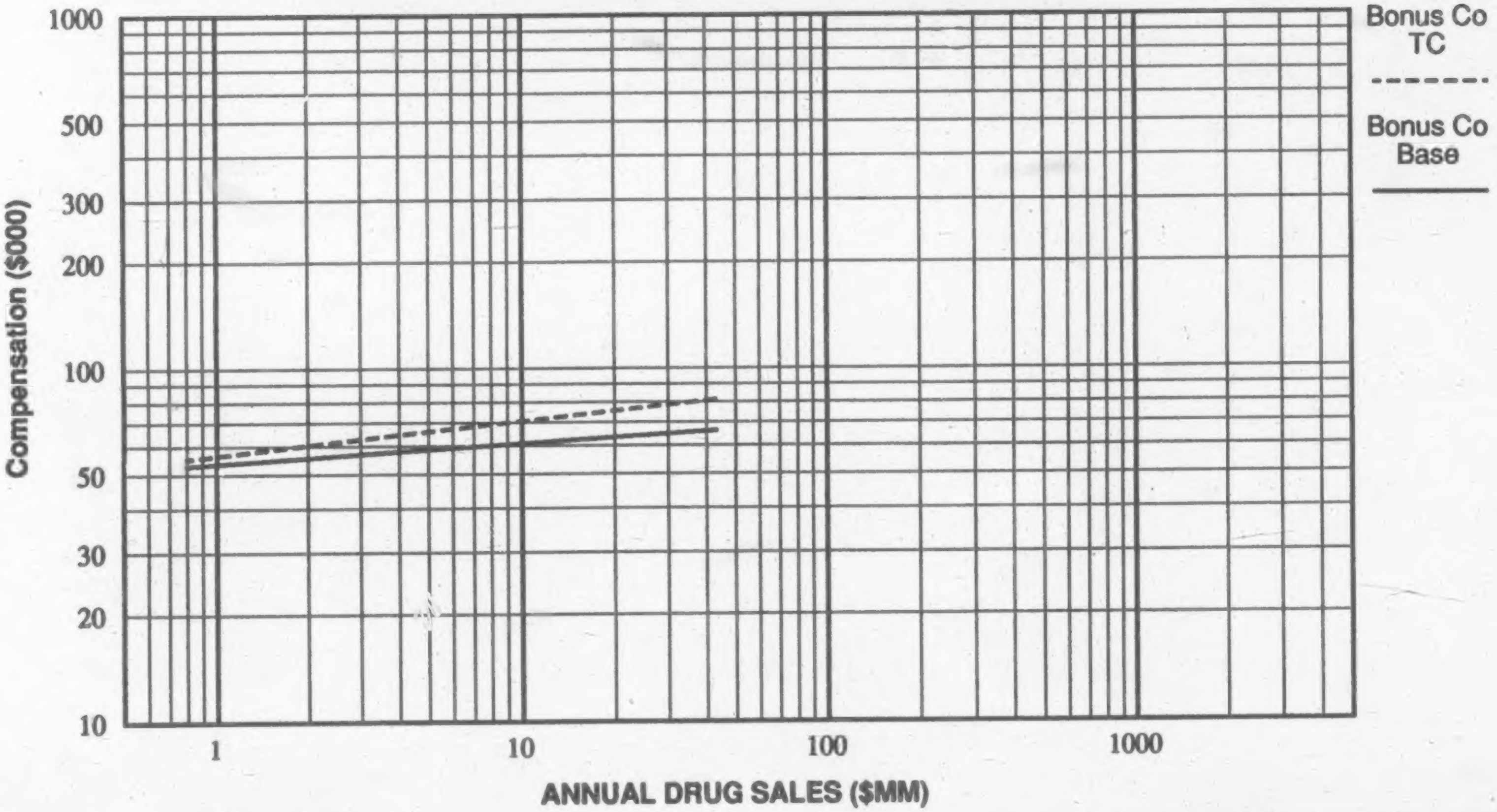
Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0 AND ABOVE	SENIOR V.P.	$110.0	$ 31.6	$141.6		$ 78.0	$ 93.8	$109.6
	DIV. V.P./MGR.	91.1	9.1	100.2		69.5	88.7	107.7
	GROUP EXEC.	80.4	30.1	110.5		63.3	79.1	
	VICE PRESIDENT	69.5	13.4	82.9				
		68.9	4.5	73.4		47.2	59.2	71.2
	SENIOR V.P.	63.1	25.6	88.7				
	VICE PRESIDENT	62.0	49.3	111.3		46.4	60.3	74.3
	VICE PRESIDENT	51.5	15.4	66.9		39.2	50.0	60.8
	NO IN POSITION:	8						
$ 57.4	WEIGHTED GROUP AVG:	$ 74.6	$ 22.3	$ 96.9				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9 AND BELOW	VICE PRESIDENT	$ 75.0	$ 19.0	$ 94.0				
	CEO/PRESIDENT	69.4	0.0	69.4		$ 51.3	$ 64.1	$ 77.0
	SENIOR V.P.	68.1	2.8	70.9		67.5	83.6	99.8
	SENIOR V.P.				$ 66.0	47.0	58.8	70.6
	SENIOR V.P.	62.4	0.0	62.4		49.4	54.6	59.8
	VICE PRESIDENT	61.7	1.6	63.3				
	C.O.O.				57.0			
	GROUP EXEC.	56.8	4.0	60.8				
	EXEC. V.P.	55.3	2.7	58.0				
	ASST. V.P./DIR	54.4	5.4	59.8		42.4	51.1	59.9
	CEO/PRESIDENT	53.1	7.9	61.0				
	DIV. V.P./MGR.	52.5	7.5	60.0				
		49.4	2.0	51.4				
		45.1	13.0	58.1		40.0	45.0	50.0
	NO IN POSITION: 14							
$ 4.4	WEIGHTED GROUP AVG:	$ 58.6	$ 5.5	$ 64.1	$ 61.5			
NO SCOPE REPORTED	SENIOR V.P.	$100.0	$ 40.0	$140.0				
	VICE PRESIDENT	79.9	20.0	99.9				
	VICE PRESIDENT	66.6	0.0	66.6				
	VICE PRESIDENT	65.0	8.0	73.0		$ 61.8	$ 82.4	$103.0
					$ 52.0	45.0	48.0	52.0
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 77.9	$ 17.0	$ 94.9	$ 52.0			
	NO IN POSITION: 27							
$ 23.7	POSITION AVERAGE:	$ 67.1	$ 13.1	$ 80.2	$ 58.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 54: PHARMACY DEPARTMENT HEAD



	BonCoBase	TC
Coeff. Det.	.25	.51
Std. Error	1.14	1.13

	BonCoBase	TC
Slope	.05542	.09645
Y-Int	1.72879	1.75173

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$35.0 AND ABOVE	DIST.MANAGER	$ 70.2	$ 6.2	$ 76.4				
	MANAGER				$ 56.7	$ 32.7	$ 41.7	$ 50.7
	MANAGER				55.9	32.7	41.7	50.7
		52.5	0.0	52.5				
	MANAGER	51.1	2.4	53.5				
	MANAGER	51.0	9.0	60.0		40.0	47.0	55.0
	MANAGER				50.4	47.1	48.8	50.4
	MANAGER	50.2	1.4	51.6				
	MANAGER	49.8	0.4	50.2		45.7	48.6	51.5
	MANAGER	49.6	1.4	51.0				
	MANAGER	43.8	11.2	55.0		40.0	47.0	55.0
	NO IN POSITION: 37							
$ 61.3	WEIGHTED GROUP AVG:	$ 50.1	$ 3.0	$ 53.1	$ 55.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$34.9	DIST.MANAGER	$ 70.2	$ 4.6	$ 74.8				
TO	DIST.MANAGER	70.2	5.6	75.8				
$20.0	MANAGER				$ 55.3	$ 32.7	$ 41.7	$ 50.7
	ASST. V.P./DIR	54.5	2.7	57.2		47.7	58.0	68.4
	ASST. V.P./DIR				54.1	39.1	48.9	58.7
	MANAGER	53.1	0.8	53.9				
		52.5	0.0	52.5				
	MANAGER	51.7	0.9	52.6				
	MANAGER	50.0	2.5	52.5				
	MANAGER	49.5	4.5	54.0		47.0	48.5	50.0
	MANAGER	48.7	4.5	53.2		47.0	48.5	50.0
	MANAGER	48.7	0.2	48.9		45.7	48.6	51.5
	MANAGER	47.3	1.4	48.7				
	MANAGER	47.1	0.0	47.1		45.7	48.6	51.5
	MANAGER	43.2	11.8	55.0		40.0	47.0	55.0
	NO IN POSITION: 308							
$ 25.5	WEIGHTED GROUP AVG:	$ 56.2	$ 2.7	$ 58.9	$ 55.1			

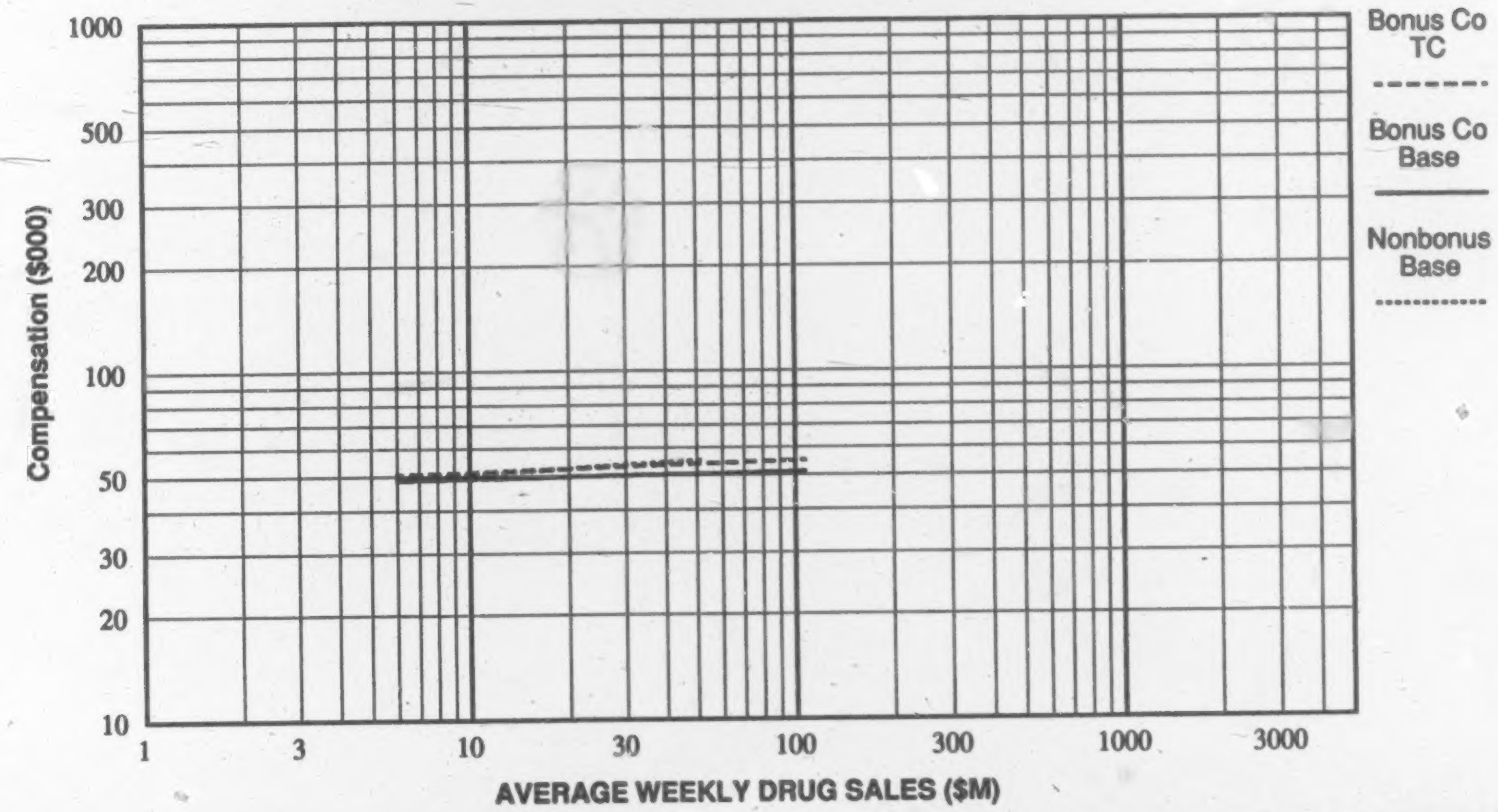
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$19.9	DIST.MANAGER	$ 70.2	$ 3.5	$ 73.7				
TO	MANAGER	63.2	2.2	65.4				
$10.0	MANAGER				$ 60.6			
	VICE PRESIDENT	59.3	1.0	60.3				
	MANAGER				54.9	$ 32.7	$ 41.7	$ 50.7
	MANAGER				53.6	32.7	41.7	50.7
	VICE PRESIDENT	51.0	0.0	51.0				
	MANAGER				50.4	38.2	47.8	57.4
					50.0	46.0	50.0	52.0
	MANAGER	50.0	2.5	52.5				
	MANAGER	49.6	3.0	52.6				
	ASST. V.P./DIR	48.5	2.4	50.9		47.7	58.0	68.4
	MANAGER	48.2	4.4	52.6		47.0	48.5	50.0
	MANAGER	48.0	3.0	51.0				
	MANAGER				48.0	38.2	47.8	57.4
	MANAGER	47.8	0.3	48.1		45.7	48.6	51.5
	MANAGER	47.3	0.3	47.6				
	MANAGER	47.3	0.7	48.0				
	MANAGER	45.5	5.2	50.7				
	MANAGER	43.0	12.0	55.0		40.0	47.0	55.0
	MANAGER	42.6	2.4	45.0		42.0	44.4	46.8
	MANAGER	42.3	12.7	55.0		40.0	47.0	55.0
	MANAGER	41.2	1.0	42.2				
	NO IN POSITION: 314							
$ 13.6	WEIGHTED GROUP AVG:	$ 58.3	$ 2.7	$ 61.0	$ 53.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9 AND BELOW	VICE PRESIDENT	$ 59.3	$ 1.0	$ 60.3				
		52.5	0.0	52.5				
	MANAGER	51.1	0.0	51.1				
	MANAGER				$ 51.0	$ 36.0	$ 51.0	$ 58.0
	ASST. V.P./DIR				50.4	39.1	48.9	58.7
	MANAGER				49.4	47.1	48.8	50.4
	MANAGER	49.2	0.0	49.2		48.9		56.1
	MANAGER	48.7	2.4	51.1				
	MANAGER	42.6	0.5	43.1				
	MANAGER	42.6	2.4	45.0		42.0	44.4	46.8
	MANAGER	41.2	1.0	42.2				
	NO IN POSITION: 149							
$ 8.2	WEIGHTED GROUP AVG:	$ 46.1	$ 1.4	$ 47.5	$ 50.4			
NO SCOPE REPORTED	DIST.MANAGER	$ 72.3	$ 8.7	$ 81.0				
	DIST.MANAGER	66.8	7.4	74.2				
	MANAGER	58.0	0.0	58.0		$ 45.0	$ 52.9	$ 60.9
	MANAGER	51.7	2.5	54.2				
	MANAGER	51.7	2.5	54.2				
	ASST. V.P./DIR				$ 51.3		51.3	
	ASST. V.P./DIR	50.4	7.1	57.5				
	EXEC. V.P.	48.3	1.7	50.0				
	MANAGER	47.8	0.0	47.8				
		42.3	2.7	45.0		27.5	34.3	41.2
	NO IN POSITION: 273							
	WEIGHTED GROUP AVG:	$ 57.3	$ 5.3	$ 62.6	$ 51.3			
	NO IN POSITION: 1081							
$ 19.3	POSITION AVERAGE:	$ 55.6	$ 3.2	$ 58.8	$ 52.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 55: PHARMACY MANAGER



	BonCoBase	TC	Nonbonus
Coeff. Det.	.01	.03	.39
Std. Error	1.13	1.13	1.05

	BonCoBase	TC	Nonbonus
Slope	.01633	.03017	.05223
Y-Int	1.67578	1.68097	1.65295

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0	MANAGER	$ 58.7	$ 1.4	$ 60.1				
AND ABOVE	MANAGER				$ 58.7			
	MANAGER				52.7	$ 32.7	$ 41.7	$ 50.7
		51.5	0.0	51.5				
	MANAGER	48.0	0.5	48.5				
	MANAGER	48.0	1.0	49.0				
	MANAGER	47.9	0.8	48.7				
	MANAGER	47.5	0.7	48.2				
	MANAGER	45.5	0.5	46.0		44.7		45.8
	MANAGER				43.1	38.4	41.8	46.2
	MANAGER				38.6	32.0	36.0	40.0
	MANAGER				38.5	32.0	36.0	40.0
	MANAGER				37.6	32.0	36.0	40.0
	NO IN POSITION: 69							
$ 44.5	WEIGHTED GROUP AVG:	$ 52.1	$ 0.9	$ 53.0	$ 45.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9	MANAGER	$ 58.7	$ 1.2	$ 59.9				
TO	MANAGER				$ 58.2			
$15.0	MANAGER				52.3	$ 32.7	$ 41.7	$ 50.7
	MANAGER				51.6	36.6	45.7	54.9
		51.5	0.0	51.5				
	MANAGER				49.0	34.7	43.4	52.1
	MANAGER	48.5	1.5	50.0				
	MANAGER	48.0	3.0	51.0				
	MANAGER	47.5	1.5	49.0		43.0	45.8	48.6
	MANAGER	45.8	2.1	47.9		44.0	45.5	47.0
	ASST. V.P./DIR	45.6	1.0	46.6		44.8	54.4	64.1
	MANAGER	45.5	0.2	45.7		44.7		45.8
	MANAGER				40.8			
	MANAGER	39.2	0.5	39.7				
	MANAGER	38.5	0.0	38.5		32.0	36.0	40.0
	NO IN POSITION: 215							
$ 18.2	WEIGHTED GROUP AVG:	$ 49.5	$ 1.4	$ 50.9	$ 51.4			

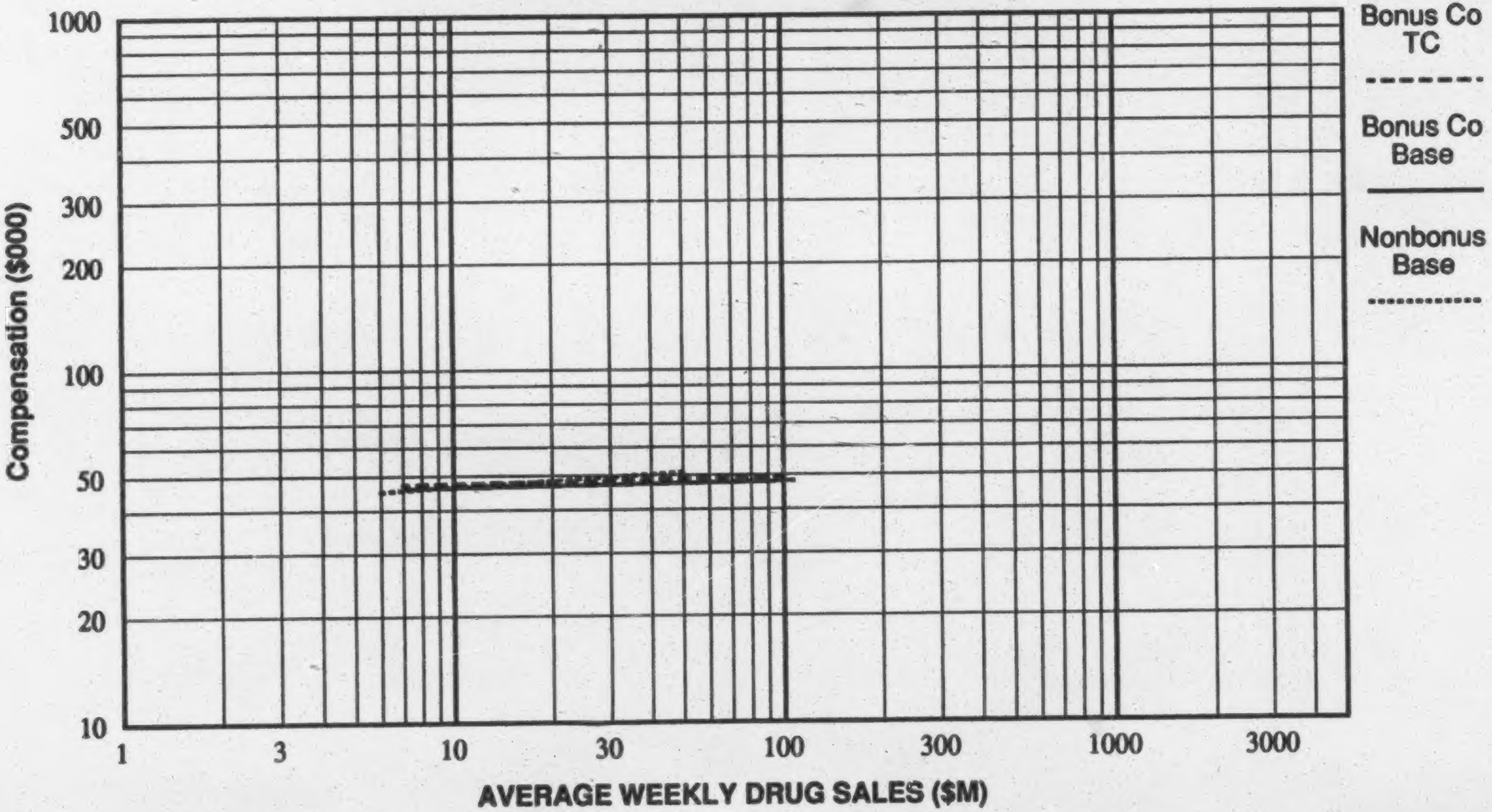
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9	MANAGER				$ 60.3			
TO	MANAGER	$ 58.7	$ 1.1	$ 59.8				
$10.0	MANAGER				52.0	$ 32.7	$ 41.7	$ 50.7
					50.0	46.0	50.0	52.0
	MANAGER	48.0	3.0	51.0				
	MANAGER	47.6	1.4	49.0				
	MANAGER	47.0	0.0	47.0				
	MANAGER	46.6	1.1	47.7		43.0	45.8	48.6
	ASST. V.P./DIR	46.4	0.9	47.3		44.8	54.4	64.1
	MANAGER	45.7	2.1	47.8		44.0	45.5	47.0
	MANAGER	45.2	0.1	45.3		44.7		45.8
	MANAGER				43.0	38.4	41.8	46.2
	MANAGER				37.7	32.0	36.0	40.0
	NO IN POSITION: 460							
$ 12.7	WEIGHTED GROUP AVG:	$ 48.7	$ 1.4	$ 50.1	$ 55.6			
$9.9	MANAGER				$ 58.2			
AND BELOW		$ 51.5	$ 0.0	$ 51.5				
	MANAGER	48.2	0.0	48.2		$ 47.8	$ 49.9	$ 52.0
	MANAGER				48.1	36.6	45.7	54.9
	MANAGER				46.0	42.0	46.0	52.0
	MANAGER				45.8			
	MANAGER	44.7	0.0	44.7				
	MANAGER				43.6	34.7	43.4	52.1
	MANAGER	39.2	0.5	39.7				
	MANAGER				35.1			
	NO IN POSITION: 109							
$ 7.7	WEIGHTED GROUP AVG:	$ 41.2	$ 0.4	$ 41.6	$ 47.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER	$ 56.3	$ 0.0	$ 56.3				
	MANAGER	51.7	2.5	54.2				
	MANAGER	51.7	2.5	54.2				
	MANAGER	49.4	3.7	53.1				
	MANAGER				$ 49.3		$ 49.3	
	EXEC. V.P.	45.7	1.3	47.0				
	MANAGER				41.9	38.5		45.5
		40.0	2.6	42.6		25.5	31.2	38.0
	NO IN POSITION: 283							
	WEIGHTED GROUP AVG:	$ 49.0	$ 1.7	$ 50.7	$ 43.4			
	NO IN POSITION: 1136							
$ 16.0	POSITION AVERAGE:	$ 48.6	$ 1.4	$ 50.0	$ 51.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 56: STAFF PHARMACIST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.01	.01	.05
Std. Error	1.09	1.10	1.17

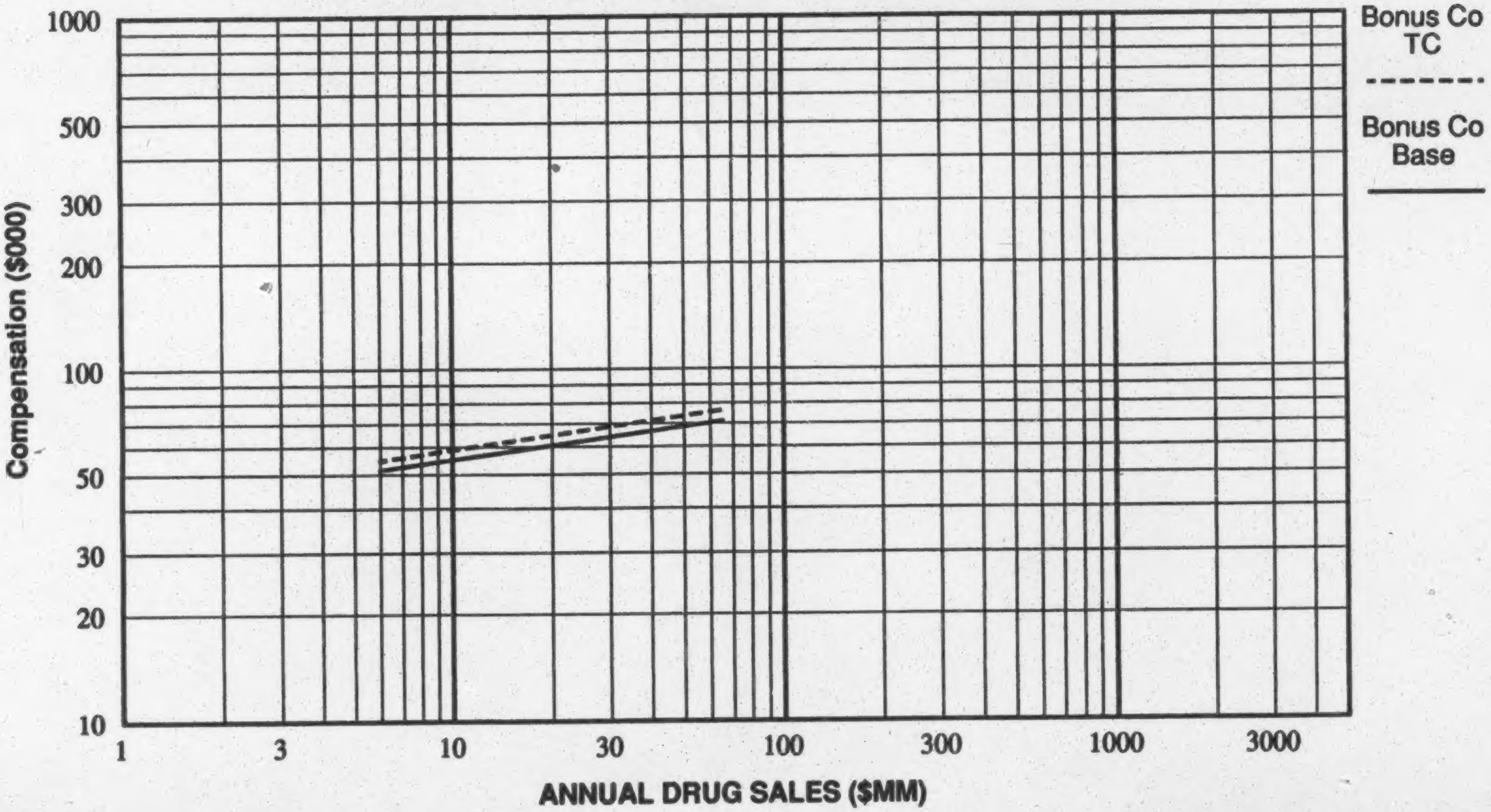
	BonCoBase	TC	Nonbonus
Slope	.01478	.01613	.05519
Y-Int	1.65164	1.66136	1.61379

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 57 - PHARMACY FIELD SUPERVISOR

Under the direction of the Pharmacy Department Head, oversees the activities of pharmacy personnel in assigned stores to ensure that the company's operating goals are achieved in compliance with company policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	DIV. V.P./MGR.	$ 77.2	$ 2.2	$ 79.4		$ 49.9	$ 63.6	$ 78.0
	DIV. V.P./MGR.	71.0	2.6	73.6		49.9	63.6	78.0
	VICE PRESIDENT	69.4	0.8	70.2		54.3	67.9	81.5
	DIV. V.P./MGR.	66.9	4.3	71.2		49.9	63.6	78.0
	MANAGER				$ 60.5	32.7		57.3
	VICE PRESIDENT	59.9	11.4	71.3		38.8	48.5	58.2
	ASST. V.P./DIR	58.2	0.0	58.2		47.1	56.7	66.4
	ASST. V.P./DIR				54.6			
	EXEC. V.P.	53.3	1.7	55.0				
	VICE PRESIDENT	52.5	3.2	55.7				
	GROUP EXEC.	52.0	10.2	62.2				
	NO IN POSITION: 20							
$ 32.8	WEIGHTED GROUP AVG:	$ 62.4	$ 4.2	$ 66.6	$ 58.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 84.3	$ 31.2	$115.5				
		49.6	3.2	52.8		$ 29.6	$ 37.1	$ 44.6
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 79.3	$ 27.2	$106.5				
	NO IN POSITION: 27							
$ 32.8	POSITION AVERAGE:	$ 67.3	$ 11.0	$ 78.3	$ 58.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 57: PHARMACY FIELD SUPERVISOR



	BonCoBase	TC
Coeff. Det.	.71	.87
Std. Error	1.09	1.05

	BonCoBase	TC
Slope	.13837	.13985
Y-Int	1.60084	1.62688

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 58 - THIRD-PARTY MANAGER

Develops and directs the firm's policies and procedures for participation in third party prescription drug programs. Determines which third party plans the firm will participate in and negotiates the contracts. Ensures that administrators and stores are kept up to date on all plans and are administering them correctly. May be responsible for the collection of past due or rejected third party claims.

SCOPE ANN'L 3RD PTY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0 AND BELOW	VICE PRESIDENT	$ 73.2	$ 15.6	$ 88.8		$ 58.9	$ 73.6	$ 88.3
	ASST. V.P./DIR	69.3	0.9	70.2		46.9	58.6	70.3
	VICE PRESIDENT	56.5	6.5	63.0				
	MANAGER				$ 34.1	29.4	36.8	44.2
	NO IN POSITION: 4							
$ 56.2	WEIGHTED GROUP AVG:	$ 66.3	$ 7.7	$ 74.0	$ 34.1			
NO SCOPE REPORTED	VICE PRESIDENT				$ 45.4			
	GROUP EXEC.				39.8			
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:				$ 42.6			
	NO IN POSITION: 6							
$ 56.2	POSITION AVERAGE:	$ 66.3	$ 7.7	$ 74.0	$ 39.8			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 59 - PHARMACY BUYER

Responsible for the procurement and buying activities of prescription merchandise and accessories. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced buyers.

SCOPE ANN'L DRUG PURCHASES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0	MANAGER				$ 62.9	$ 37.0	$ 47.1	$ 57.3
AND BELOW	MANAGER	$ 60.0	$ 6.5	$ 66.5		43.4	55.3	67.8
	NO IN POSITION: 2							
$ 72.0	WEIGHTED GROUP AVG:	$ 60.0	$ 6.5	$ 66.5	$ 62.9			
NO SCOPE	VICE PRESIDENT	$ 60.8	$ 10.5	$ 71.3				
REPORTED	MANAGER	53.8	1.6	55.4		$ 41.9	$ 52.3	$ 62.8
	GROUP EXEC.				$ 48.0			
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 57.3	$ 6.1	$ 63.4	$ 48.0			
	NO IN POSITION: 5							
$ 72.0	POSITION AVERAGE:	$ 58.2	$ 6.2	$ 64.4	$ 55.5			

Note: Insufficient data for trendline

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 60 - TOP CONSUMER AFFAIRS EXECUTIVE

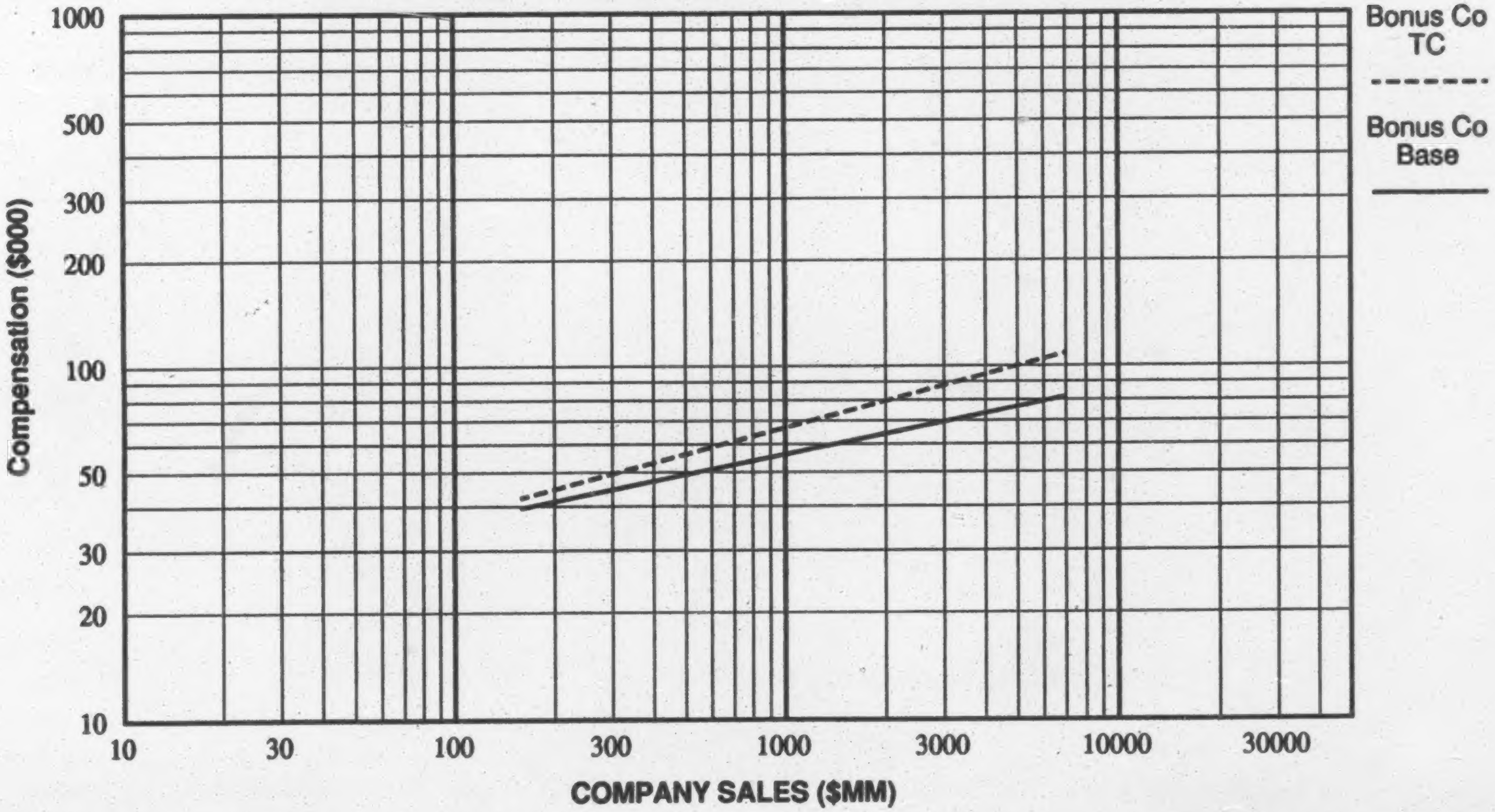
Develops and recommends objectives, policies, and procedures for directing the company's consumer affairs and customer communications function. Acts as liaison between the consumer and top management. Develops programs to monitor and resolve customer inquiries. Develops consumer information programs such as newsletters, recipe series, and in-store programs. Develops and maintains contact with the media, consumer groups, and governmental agencies and the community.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$ 95.8	$ 12.7	$108.5		$ 76.3	$ 97.5	$118.7
	CEO/PRESIDENT	90.8	38.6	129.4				
	EXEC. V.P.	61.0	0.0	61.0		67.7	83.9	100.2
	C.O.O.	60.3	9.9	70.2		48.0	60.0	72.0
	VICE PRESIDENT	60.1	47.7	107.8		46.4	60.3	74.3
	VICE PRESIDENT	55.3	13.5	68.8				
	VICE PRESIDENT				$ 55.0			
	CEO/PRESIDENT	48.0	8.5	56.5		38.6	45.9	53.3
		39.2	2.5	41.7		33.1	40.7	48.3
	NO IN POSITION: 9							
$ 2898.5	WEIGHTED GROUP AVG:	$ 63.8	$ 16.7	$ 80.5	$ 55.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 60 - TOP CONSUMER AFFAIRS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	CEO/PRESIDENT	$ 94.8	$ 0.0	$ 94.8		$ 77.0	$ 96.3	$115.5
	C.O.O.	58.0	14.5	72.5				
	VICE PRESIDENT	56.6	8.3	64.9		45.8	57.2	68.6
	CEO/PRESIDENT	53.9	5.0	58.9				
	VICE PRESIDENT	52.0	9.5	61.5		50.0	61.3	72.5
	VICE PRESIDENT	50.5	10.0	60.5		38.2	47.8	57.3
	VICE PRESIDENT				$ 47.3	40.1	51.5	63.0
	VICE PRESIDENT	46.8	7.5	54.3		36.4	41.6	46.8
	SENIOR V.P.				41.3			
	GROUP EXEC.	37.1	1.0	38.1				
	GROUP EXEC.				23.0			
	C.O.O.				22.7			
	NO IN POSITION: 12							
$ 401.1	WEIGHTED GROUP AVG:	$ 56.2	$ 7.0	$ 63.2	$ 33.6			
	NO IN POSITION: 21							
$ 1471.4	POSITION AVERAGE:	$ 60.0	$ 11.8	$ 71.8	$ 37.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 60: TOP CONSUMER AFFAIRS EXECUTIVE



	BonCoBase	TC
Coeff. Det.	.61	.61
Std. Error	1.20	1.26

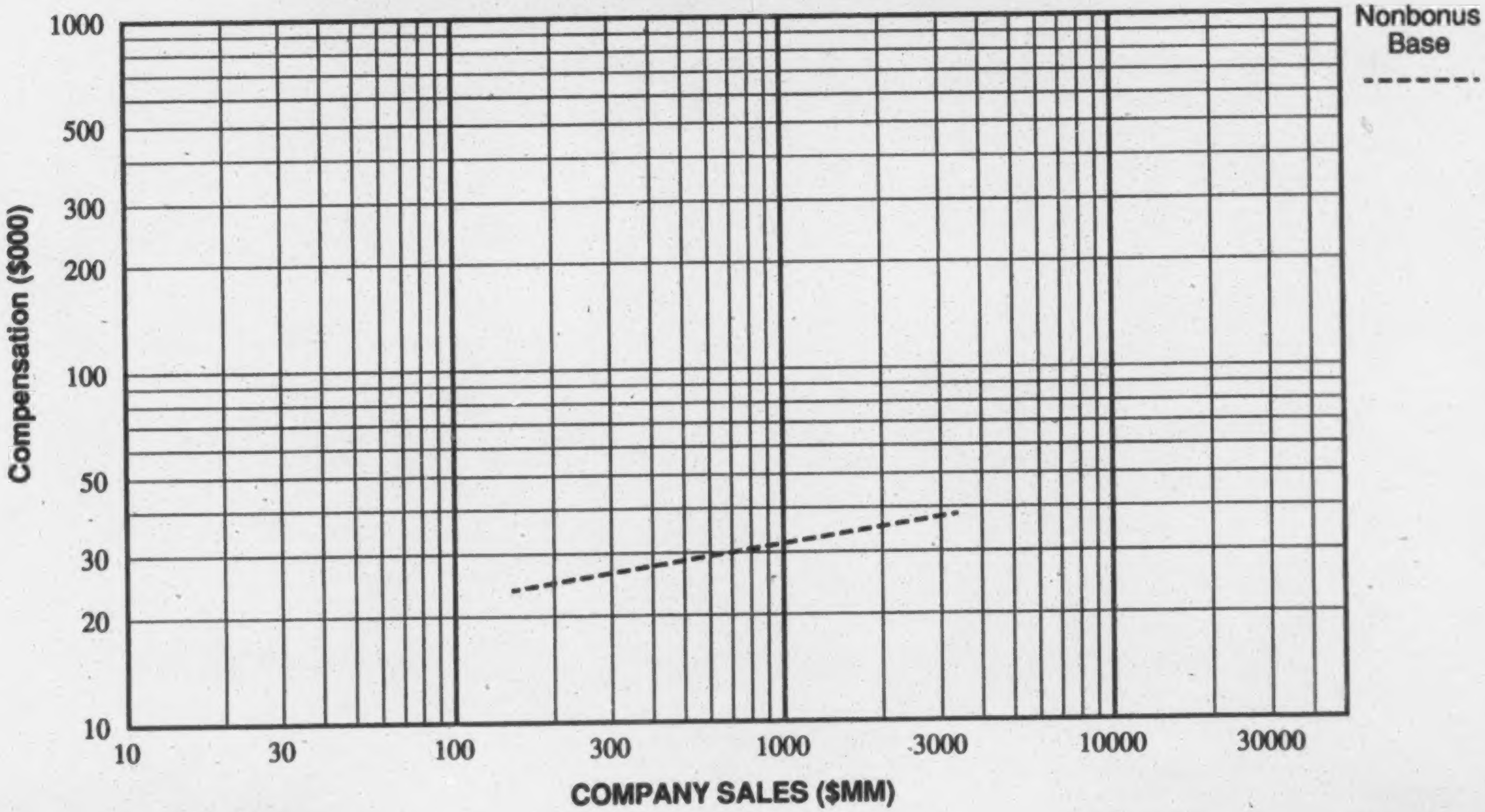
	BonCoBase	TC
Slope	.19143	.25001
Y-Int	1.17597	1.07459

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 61 - CONSUMER AFFAIRS SPECIALIST

Administers the company's consumer affairs and customer relations programs within guidelines established by management. Responsible for researching and responding to customer inquiries and complaints. Also responsible for administering in-store consumer nutrition information programs.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 57.4	$ 9.5	$ 66.9		$ 48.5	$ 60.0	$ 71.4
	VICE PRESIDENT	49.5	4.5	54.0		38.5	46.2	53.9
	VICE PRESIDENT	44.0	2.0	46.0				
	MANAGER				$ 38.0	28.9	36.1	43.4
	ASST. V.P./DIR				37.0	29.4	36.8	44.2
	ASST. V.P./DIR	36.6	1.7	38.3		34.7	46.2	57.8
	VICE PRESIDENT				26.8	36.8	44.9	53.0
	ASST. V.P./DIR	22.7	0.0	22.7		24.1	30.1	36.1
	NO IN POSITION: 8							
$ 2423.6	WEIGHTED GROUP AVG:	$ 42.0	$ 3.6	$ 45.6	$ 33.9			
$999.9 AND BELOW	SENIOR V.P.				$ 40.5	$ 32.0	$ 39.9	$ 47.9
	VICE PRESIDENT	$ 33.5	$ 1.6	$ 35.1				
	CEO/PRESIDENT				32.3			
	VICE PRESIDENT				27.6	22.0	29.0	36.0
	VICE PRESIDENT				25.2			
	DIST.MANAGER				22.6	20.3	21.6	22.6
	MANAGER				20.0			
	NO IN POSITION: 11							
$ 270.6	WEIGHTED GROUP AVG:	$ 33.5	$ 1.6	$ 35.1	$ 24.8			
	NO IN POSITION: 19							
$ 1177.1	POSITION AVERAGE:	$ 40.6	$ 3.2	$ 43.8	$ 26.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
POSITION 61: CONSUMER AFFAIRS SPECIALIST



	Nonbonus
Coeff. Det.	.46
Std. Error	1.21

	Nonbonus
Slope	.15246
Y-Int	1.04435

GEOGRAPHIC ANALYSIS

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$925.0 AND BELOW	SENIOR V.P.	$ 74.4	$ 0.0	$ 74.4		$ 44.0	$ 61.0	$ 78.0
	DIV. V.P./MGR.	66.1	0.7	66.8		54.3	67.9	81.5
	VICE PRESIDENT	65.2	0.0	65.2		44.8	56.0	67.2
	VICE PRESIDENT	61.1	12.0	73.1		50.3	62.9	75.5
	VICE PRESIDENT	58.0	2.6	60.6		63.7	78.8	93.7
	VICE PRESIDENT	54.9	4.9	59.8		43.3	57.8	72.2
	VICE PRESIDENT	54.6	5.0	59.6		44.6	55.7	66.8
	DIV. V.P./MGR.	50.8	3.8	54.6		38.7	48.4	58.1
	MANAGER				$ 46.8	39.0	48.9	58.6
	VICE PRESIDENT				46.7	42.3	51.8	61.3
	ASST. V.P./DIR	40.1	4.8	44.9		36.2	44.4	52.5
	GROUP EXEC.	35.9	1.0	36.9				
	NO IN POSITION: 31							
$ 269.8	WEIGHTED GROUP AVG:	$ 56.4	$ 3.7	$ 60.1	$ 46.8			
NO SCOPE REPORTED	MANAGER				$ 40.0			
	ASST. V.P./DIR	$ 36.2	$ 0.0	$ 36.2		$ 27.1	$ 33.9	$ 40.6
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 36.2	$ 0.0	$ 36.2	$ 40.0			
	NO IN POSITION: 34							
$ 269.8	POSITION AVERAGE:	$ 54.7	$ 3.4	$ 58.1	$ 46.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$75.0 AND ABOVE	VICE PRESIDENT	$ 74.0	$ 8.8	$ 82.8		$ 55.4	$ 69.2	$ 83.0
	DIV. V.P./MGR.	67.2	0.7	67.9		54.3	67.9	81.5
	VICE PRESIDENT	66.4	0.0	66.4		54.9	68.6	82.4
	VICE PRESIDENT	65.0	3.4	68.4		67.5	83.6	99.8
	VICE PRESIDENT	54.3	5.4	59.7		43.3	57.8	72.2
	ASST. V.P./DIR	37.8	5.6	43.4		36.2	44.4	52.5
	NO IN POSITION: 8							
$ 169.0	WEIGHTED GROUP AVG:	$ 62.4	$ 3.2	$ 65.6				
$74.9 AND BELOW	VICE PRESIDENT				$ 51.6	$ 42.3	$ 51.8	$ 61.3
	DIV. V.P./MGR.	$ 51.0	$ 4.3	$ 55.3		38.7	48.4	58.1
	MANAGER				45.2	39.0	48.9	58.6
	GROUP EXEC.	35.9	2.0	37.9				
	NO IN POSITION: 12							
$ 46.8	WEIGHTED GROUP AVG:	$ 46.0	$ 3.5	$ 49.5	$ 48.0			
NO SCOPE REPORTED	MANAGER				$ 48.5	$ 47.0		$ 50.0
	NO IN POSITION: 22							
$ 95.7	POSITION AVERAGE:	$ 57.9	$ 3.3	$ 61.2	$ 48.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND ABOVE	VICE PRESIDENT	$ 70.0	$ 6.0	$ 76.0		$ 55.4	$ 69.2	$ 83.0
	DIV. V.P./MGR.	69.8	0.7	70.5		54.3	67.9	81.5
	VICE PRESIDENT	62.8	3.2	66.0		63.7	78.8	93.7
	VICE PRESIDENT	58.0	5.8	63.8		43.3	57.8	72.2
	ASST. V.P./DIR	52.0	0.0	52.0		41.9	52.4	62.4
	ASST. V.P./DIR	40.7	5.1	45.8		36.2	44.4	52.5
	NO IN POSITION: 8							
$ 95.3	WEIGHTED GROUP AVG:	$ 61.6	$ 2.8	$ 64.4				
$49.9 AND BELOW	VICE PRESIDENT				$ 53.9	$ 42.3	$ 51.8	$ 61.3
	DIV. V.P./MGR.	$ 51.9	$ 5.0	$ 56.9		36.3	45.4	54.5
	MANAGER				45.2	39.0	48.9	58.6
	GROUP EXEC.	34.1	2.0	36.1				
	NO IN POSITION: 13							
$ 31.0	WEIGHTED GROUP AVG:	$ 46.0	$ 4.0	$ 50.0	$ 48.7			
NO SCOPE REPORTED	MANAGER				$ 40.0			
	NO IN POSITION: 23							
$ 55.5	POSITION AVERAGE:	$ 57.3	$ 3.2	$ 60.5	$ 47.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER
REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$100.0 AND BELOW	DIV. V.P./MGR.	$ 70.0	$ 0.7	$ 70.7		$ 54.3	$ 67.9	$ 81.5
	EXEC. V.P.	57.4	0.0	57.4		54.9	68.6	82.4
	VICE PRESIDENT	56.8	14.0	70.8		50.3	62.9	75.5
	DIV. V.P./MGR.	52.4	4.7	57.1		36.3	45.4	54.5
	MANAGER				$ 32.8			
	GROUP EXEC.	31.5	2.0	33.5				
	NO IN POSITION: 8							
$ 62.8	WEIGHTED GROUP AVG:	$ 58.3	$ 3.3	$ 61.6	$ 32.8			
	NO IN POSITION: 8							
$ 62.8	POSITION AVERAGE:	$ 58.3	$ 3.3	$ 61.6	$ 32.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$175.0 AND BELOW	VICE PRESIDENT	$ 76.6	$ 5.6	$ 82.2		$ 55.4	$ 69.2	$ 83.0
	DIV. V.P./MGR.	67.5	0.7	68.2		54.3	67.9	81.5
	MANAGER				$ 51.2	39.0	48.9	58.6
	GROUP EXEC.	34.1	2.0	36.1				
	NO IN POSITION:	10						
$ 70.7	WEIGHTED GROUP AVG:	$ 62.6	$ 2.0	$ 64.6	$ 51.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 57.5	$ 4.9	$ 62.4		$ 43.3	$ 57.8	$ 72.2
	MANAGER				$ 27.3			
	NO IN POSITION:	4						
	WEIGHTED GROUP AVG:	$ 57.5	$ 4.9	$ 62.4	$ 27.3			
	NO IN POSITION:	14						
$ 70.7	POSITION AVERAGE:	$ 61.2	$ 2.8	$ 64.0	$ 44.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	DIV. V.P./MGR.	$ 64.3	$ 0.7	$ 65.0				
	SENIOR V.P.	60.0	0.0	60.0		$ 44.0	$ 61.0	$ 78.0
	EXEC. V.P.	59.1	0.0	59.1		54.9	68.6	82.4
	DIV. V.P./MGR.	59.0	5.0	64.0		45.4	56.7	68.1
	VICE PRESIDENT				$ 44.4	42.3	51.8	61.3
	NO IN POSITION: 10							
$ 31.6	WEIGHTED GROUP AVG:	$ 61.8	$ 1.2	$ 63.0	$ 44.4			

	NO IN POSITION: 10				
$ 31.6	POSITION AVERAGE:	$ 61.8	$ 1.2	$ 63.0	$ 44.4

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER
REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$40.0 AND BELOW	VICE PRESIDENT	$ 55.2	$ 10.8	$ 66.0		$ 45.8	$ 57.2	$ 68.6
	ASST. V.P./DIR	54.0	5.1	59.1		43.3	57.8	72.2
	MANAGER				$ 44.0			
	GROUP EXEC.	32.0	1.4	33.4				
	NO IN POSITION: 4							
$ 23.8	WEIGHTED GROUP AVG:	$ 47.1	$ 5.7	$ 52.8	$ 44.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 47.5	$ 5.9	$ 53.4		$ 40.2	$ 49.3	$ 58.3
	NO IN POSITION: 5							
$ 23.8	POSITION AVERAGE:	$ 47.2	$ 5.8	$ 53.0	$ 44.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$15.0	DIV. V.P./MGR.	$ 55.0	$ 0.4	$ 55.4		$ 40.0	$ 49.7	$ 59.7
AND BELOW	VICE PRESIDENT	51.9	14.0	65.9		45.8	57.2	68.6
	VICE PRESIDENT				$ 48.9	42.3	51.8	61.3
	MANAGER				45.6	39.0	48.9	58.6
	ASST. V.P./DIR	43.7	0.0	43.7		44.9	52.4	62.8
	DIV. V.P./MGR.	42.7	1.3	44.0		37.2	46.5	55.8
	MANAGER				39.5			
	NO IN POSITION: 15							
$ 9.8	WEIGHTED GROUP AVG:	$ 50.6	$ 2.7	$ 53.3	$ 46.8			
	NO IN POSITION: 15							
$ 9.8	POSITION AVERAGE:	$ 50.6	$ 2.7	$ 53.3	$ 46.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$300.0 AND BELOW	SENIOR V.P.	$ 60.0	$ 0.0	$ 60.0		$ 36.0	$ 48.0	$ 60.0
	VICE PRESIDENT	53.7	0.0	53.7		42.3	57.0	71.7
	DIV. V.P./MGR.	52.5	9.2	61.7		38.3	47.8	57.7
	GROUP EXEC.	52.1	4.0	56.1				
	VICE PRESIDENT				$ 51.0	37.0	47.1	57.3
	ASST. V.P./DIR	50.3	7.3	57.6		48.9	60.2	71.3
	MANAGER	48.9	1.1	50.0		41.9	52.3	62.8
	MANAGER	46.6	1.4	48.0		50.6	61.8	73.0
	ASST. V.P./DIR				45.4	40.2	49.3	58.3
	MANAGER				45.0	37.0	46.2	55.4
	VICE PRESIDENT	43.7	2.1	45.8		35.4	44.2	53.0
	VICE PRESIDENT				37.4	30.2	37.7	45.2
	NO IN POSITION: 58							
$ 97.7	WEIGHTED GROUP AVG:	$ 49.6	$ 2.2	$ 51.8	$ 44.3			
NO SCOPE REPORTED	VICE PRESIDENT				$ 58.8	$ 45.0	$ 59.5	$ 68.0
	ASST. V.P./DIR	$ 49.6	$ 0.0	$ 49.6		34.5	43.1	51.7
	MANAGER	40.0	1.9	41.9		38.6	51.5	64.4
	DIV. V.P./MGR.	36.8	5.1	41.9		26.3	40.5	54.6
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 41.7	$ 3.0	$ 44.7	$ 58.8			
	NO IN POSITION: 73							
$ 97.7	POSITION AVERAGE:	$ 48.0	$ 2.3	$ 50.3	$ 47.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND BELOW	VICE PRESIDENT	$ 55.8	$ 0.0	$ 55.8		$ 49.1	$ 60.4	$ 71.7
	VICE PRESIDENT	52.0	2.4	54.4		41.2	51.5	61.8
	MANAGER	50.2	1.5	51.7		50.6	61.8	73.0
	ASST. V.P./DIR	49.2	6.5	55.7		44.7	54.5	64.4
	VICE PRESIDENT				$ 48.3	32.7		57.3
	ASST. V.P./DIR				48.3	40.2	49.3	58.3
	DIV. V.P./MGR.	47.2	8.6	55.8		35.4	44.2	53.0
	ASST. V.P./DIR				44.7	32.4	40.5	48.6
	NO IN POSITION: 18							
$ 53.9	WEIGHTED GROUP AVG:	$ 51.6	$ 2.8	$ 54.4	$ 47.7			
NO SCOPE REPORTED	VICE PRESIDENT				$ 66.5			
	MANAGER	$ 52.6	$ 2.5	$ 55.1		$ 38.6	$ 51.5	$ 64.4
	ASST. V.P./DIR	49.8	0.0	49.8		34.5	43.1	57.1
	ASST. V.P./DIR	37.6	4.0	41.6		26.3	32.4	38.5
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 48.5	$ 1.8	$ 50.3	$ 66.5			
	NO IN POSITION: 24							
$ 53.9	POSITION AVERAGE:	$ 50.7	$ 2.5	$ 53.2	$ 50.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers. .

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$65.0 AND BELOW	MANAGER	$ 54.3	$ 1.6	$ 55.9		$ 44.8	$ 54.4	$ 64.1
	MANAGER	52.9	1.5	54.4		41.9	52.3	62.8
	VICE PRESIDENT				$ 51.7	32.7		57.3
	VICE PRESIDENT	50.0	0.0	50.0		42.3	57.0	71.7
	ASST. V.P./DIR	48.3	6.1	54.4		44.7	54.5	64.4
	ASST. V.P./DIR	47.7	2.3	50.0		38.2	47.8	57.4
	ASST. V.P./DIR				39.5	24.5	30.6	36.7
	ASST. V.P./DIR				32.5	32.3	39.6	46.8
	NO IN POSITION: 23							
$ 31.0	WEIGHTED GROUP AVG:	$ 50.9	$ 1.9	$ 52.8	$ 45.4			
NO SCOPE REPORTED	VICE PRESIDENT				$ 62.5	$ 50.0		$ 75.0
	ASST. V.P./DIR	$ 47.2	$ 0.0	$ 47.2		34.5	43.1	51.7
	ASST. V.P./DIR	44.0	5.4	49.4		26.3	32.4	38.5
	MANAGER	40.0	1.9	41.9		38.6	51.5	64.4
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 44.3	$ 1.5	$ 45.8	$ 62.5			
	NO IN POSITION: 31							
$ 31.0	POSITION AVERAGE:	$ 49.2	$ 1.8	$ 51.0	$ 50.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0 AND BELOW	GROUP EXEC.	$ 58.1	$ 5.0	$ 63.1				
	MANAGER				$ 54.5	$ 37.0	$ 47.1	$ 57.3
	MANAGER	45.0	1.4	46.4		41.9	52.3	62.8
	ASST. V.P./DIR				44.7	40.2	49.3	58.3
	VICE PRESIDENT				24.5	24.5	30.6	36.7
	NO IN POSITION: 5							
$ 75.0	WEIGHTED GROUP AVG:	$ 51.6	$ 3.2	$ 54.8	$ 41.2			
NO SCOPE REPORTED	VICE PRESIDENT				$ 50.0			
	ASST. V.P./DIR	$ 38.6	$ 0.0	$ 38.6		$ 34.5	$ 43.1	$ 51.7
	DIV. V.P./MGR.	33.2	3.6	36.8		23.1	27.4	31.7
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 35.9	$ 1.8	$ 37.7	$ 50.0			
	NO IN POSITION: 8							
$ 75.0	POSITION AVERAGE:	$ 43.7	$ 2.5	$ 46.2	$ 43.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - DAIRY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$210.0 AND BELOW	VICE PRESIDENT				$ 59.8	$ 37.0	$ 47.1	$ 57.3
	MANAGER	$ 52.0	$ 1.5	$ 53.5		41.9	52.3	62.8
	ASST. V.P./DIR				44.7	40.2	49.3	58.3
	VICE PRESIDENT				30.1	24.5	30.6	36.7
	NO IN POSITION:	5						
$ 113.0	WEIGHTED GROUP AVG:	$ 52.0	$ 1.5	$ 53.5	$ 44.9			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 45.8	$ 0.0	$ 45.8		$ 34.5	$ 43.1	$ 51.7
	VICE PRESIDENT	42.8	5.1	47.9		28.8	37.2	45.5
	NO IN POSITION:	2						
	WEIGHTED GROUP AVG:	$ 44.3	$ 2.6	$ 46.9				
	NO IN POSITION:	7						
$ 113.0	POSITION AVERAGE:	$ 48.2	$ 2.0	$ 50.2	$ 44.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	MANAGER	$ 53.4	$ 1.7	$ 55.1		$ 53.6	$ 65.6	$ 77.6
	ASST. V.P./DIR	52.3	2.4	54.7		41.2	51.5	61.8
	MANAGER	50.5	1.4	51.9		41.9	52.3	62.8
	DIV. V.P./MGR.	50.2	9.4	59.6		37.9	47.4	56.8
	ASST. V.P./DIR				$ 43.5	36.2	44.4	52.5
	VICE PRESIDENT				42.4	24.5	30.6	36.7
	NO IN POSITION: 21							
$ 24.6	WEIGHTED GROUP AVG:	$ 51.6	$ 2.0	$ 53.6	$ 43.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 52.8	$ 0.0	$ 52.8		$ 34.5	$ 43.1	$ 51.7
	ASST. V.P./DIR	49.5	7.2	56.7		48.9	60.2	71.3
	MANAGER	46.9	2.2	49.1		38.6	51.5	64.4
	MANAGER				$ 45.4	32.7		57.3
	ASST. V.P./DIR	35.0	5.5	40.5		26.3	32.4	38.5
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 45.3	$ 3.4	$ 48.7	$ 45.4			
	NO IN POSITION: 31							
$ 24.6	POSITION AVERAGE:	$ 50.1	$ 2.4	$ 52.5	$ 44.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND BELOW	MANAGER	$ 56.8	$ 1.7	$ 58.5		$ 41.9	$ 52.3	$ 62.8
	ASST. V.P./DIR	50.3	6.7	57.0		44.7	54.5	64.4
	ASST. V.P./DIR				$ 50.0	29.4	36.8	44.2
	VICE PRESIDENT				47.9	42.3	51.8	61.3
	MANAGER				34.1	32.7	41.0	49.1
	NO IN POSITION: 6							
$ 42.1	WEIGHTED GROUP AVG:	$ 52.5	$ 5.0	$ 57.5	$ 44.0			
NO SCOPE REPORTED	MANAGER				$ 57.6	$ 37.0	$ 47.1	$ 57.3
	VICE PRESIDENT	$ 53.0	$ 2.4	$ 55.4		44.6	55.7	66.8
	ASST. V.P./DIR	48.8	0.0	48.8		34.5	43.1	51.7
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 50.9	$ 1.2	$ 52.1	$ 57.6			
	NO IN POSITION: 9							
$ 42.1	POSITION AVERAGE:	$ 51.8	$ 3.5	$ 55.3	$ 47.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - BAKERY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$85.0 AND BELOW	GROUP EXEC.	$ 58.1	$ 5.0	$ 63.1				
	VICE PRESIDENT	54.6	0.0	54.6		$ 42.3	$ 63.4	$ 84.4
	MANAGER	51.9	0.9	52.8		41.9	52.3	62.8
	ASST. V.P./DIR	50.1	7.3	57.4		46.8	57.3	67.8
	VICE PRESIDENT				$ 49.7	37.0	47.1	57.1
	MANAGER				39.1	37.0	46.2	55.4
	ASST. V.P./DIR				33.2	29.4	36.8	44.2
	NO IN POSITION: 8							
$ 29.7	WEIGHTED GROUP AVG:	$ 53.9	$ 2.6	$ 56.5	$ 40.7			
NO SCOPE REPORTED	VICE PRESIDENT				$ 46.7			
	ASST. V.P./DIR	$ 28.3	$ 3.2	$ 31.5		$ 20.5	$ 23.7	$ 26.9
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 28.3	$ 3.2	$ 31.5	$ 46.7			
	NO IN POSITION: 10							
$ 29.7	POSITION AVERAGE:	$ 49.6	$ 2.7	$ 52.3	$ 42.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER
REGION #1 - NORTHEAST

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1700.0 AND BELOW	CEO/PRESIDENT	$151.8	$ 45.1	$196.9		$147.3	$184.1	$221.0
	BOARD OF DIR.	150.9	47.4	198.3		135.3	168.3	201.2
	SENIOR V.P.	121.5	0.0	121.5		99.9	124.9	149.9
	SENIOR V.P.	93.0	5.9	98.9		98.8	127.7	157.0
	SENIOR V.P.	85.1	67.6	152.7		60.2	79.8	99.4
	EXEC. V.P.	73.8	0.0	73.8		67.3	84.1	100.9
	NO IN POSITION: 14							
$ 763.8	WEIGHTED GROUP AVG:	$109.9	$ 24.4	$134.3				

NO IN POSITION: 14

$ 763.8 POSITION AVERAGE: $109.9 $ 24.4 $134.3

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #1 - NORTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$150.0 AND ABOVE	DIV. V.P./MGR.	$ 80.0	$ 1.0	$ 81.0		$ 67.5	$ 84.4	$101.3
	REG. V.P./MGR.	73.3	5.4	78.7		75.8	94.4	113.0
	ASST. V.P./DIR				$ 73.2	57.8	72.3	86.7
	VICE PRESIDENT	73.2	14.7	87.9		56.3	69.6	83.1
	REG. V.P./MGR.	72.1	5.4	77.5		75.8	94.4	113.0
	REG. V.P./MGR.	65.5	9.1	74.6		57.4	70.9	84.4
	REG. V.P./MGR.	65.4	9.2	74.6		57.4	70.9	84.4
	VICE PRESIDENT	64.2	51.1	115.3		46.4	60.3	74.3
	VICE PRESIDENT	60.8	40.4	101.2		46.4	60.3	74.3
	DIV. V.P./MGR.	59.9	10.0	69.9		46.5	58.1	69.7
	ASST. V.P./DIR	57.6	10.0	67.6		50.3	62.9	75.5
	NO IN POSITION:	68						
$ 231.2	WEIGHTED GROUP AVG:	$ 69.8	$ 14.4	$ 84.2	$ 73.2			

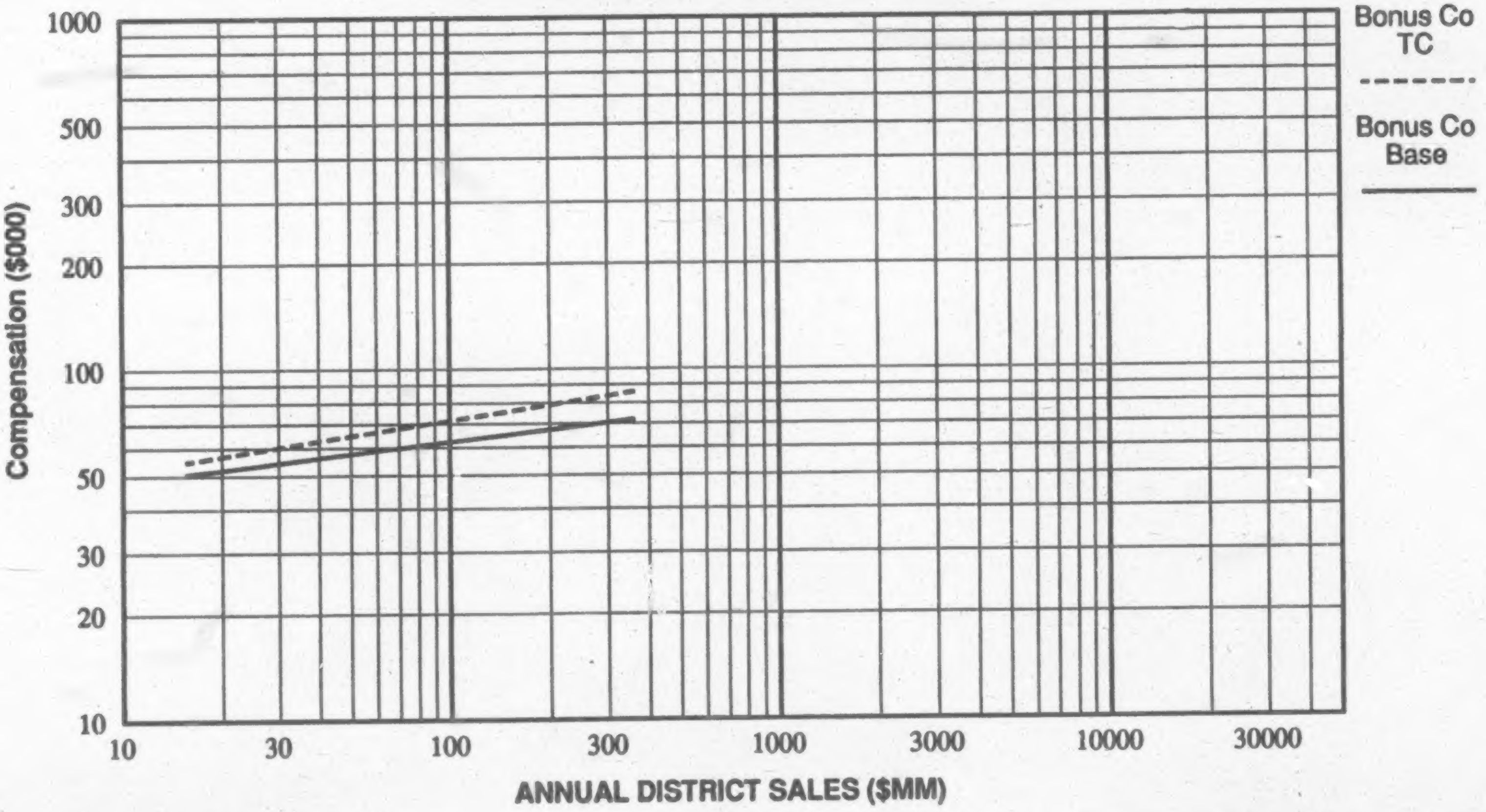
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #1 - NORTHEAST

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$149.9 AND BELOW	GROUP EXEC.	$ 74.8	$ 0.0	$ 74.8		$ 57.3	$ 71.6	$ 85.0
	C.O.O.	71.7	0.0	71.7		44.0	61.0	78.0
	GROUP EXEC.	70.0	0.0	70.0		57.3	71.6	85.0
	REG. V.P./MGR.	70.0	5.2	75.2		75.8	94.4	113.0
	GROUP EXEC.	69.6	0.0	69.6		57.3	71.6	85.9
	REG. V.P./MGR.	67.8	11.0	78.8		56.0	70.0	84.0
	VICE PRESIDENT	66.5	16.6	83.1				
	VICE PRESIDENT	65.2	12.6	77.8		49.8	62.2	74.6
	DIV. V.P./MGR.	60.6	10.0	70.6		46.5	58.1	69.7
	VICE PRESIDENT				$ 59.5			
	DIV. V.P./MGR.	57.3	10.0	67.3		46.5	58.1	69.7
	DIV. V.P./MGR.	55.8	10.0	65.8		46.5	58.1	69.7
	ASST. V.P./DIR	51.9	8.5	60.4		44.8	54.9	65.0
	DIV. V.P./MGR.	44.2	10.0	54.2		46.5	58.1	69.7
	NO IN POSITION: 70							
$ 118.3	WEIGHTED GROUP AVG:	$ 62.9	$ 8.4	$ 71.3	$ 59.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 67.6	$ 10.5	$ 78.1		$ 54.8	$ 73.0	$ 91.3
	NO IN POSITION: 145							
$ 173.9	POSITION AVERAGE:	$ 66.3	$ 11.3	$ 77.6	$ 68.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 46: DISTRICT MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC
Coeff. Det.	.31	.37
Std. Error	1.12	1.13

	BonCoBase	TC
Slope	.11238	.14227
Y-Int	1.56885	1.57014

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$500.0 AND ABOVE	$ 64.3	$ 0.0	$ 64.3		$ 48.5	$ 56.3	$ 64.1			55.0	12.0	168	D
	64.2	0.0	64.2					5.0	1.0	47.0	12.0	225	
	61.2	2.0	63.2		55.0	68.7	82.5	5.0	2.0	40.0	17.0	A	A
	58.1	19.6	77.7		63.7	78.8	93.7	5.2	1.0	48.0	12.0	B	
	55.8	5.9	61.7		42.1	52.6	63.1	5.0	2.0	45.0	8.0	221	221
				$ 55.0				5.0		51.0			B
	54.0	4.8	58.8		49.1	60.4	71.7	5.0	1.0	60.0	17.3	B	A
	53.6	4.7	58.3		44.6	55.7	66.8	5.0	1.0	40.0		B	B
	53.5	16.1	69.6		47.9	59.2	70.5	5.0	1.0	45.0	6.0	240	A
	50.1	5.3	55.4		32.7		57.3		1.0	48.0	20.0	245	245
	49.1	9.0	58.1		42.9	50.4	58.0	5.0	1.0	45.0			
	48.8	3.0	51.8					5.0	2.0	47.0	10.0	245	A
	47.5	4.5	52.0					5.0	1.0	48.0	11.0	200	200
	47.2	8.0	55.2										
	43.9	6.2	50.1		40.0	52.0	62.4	5.0	2.0	50.0	13.0	250	B
NO. IN POS: 324													
$ 599.0 WT'D AVG:	$ 55.7	$ 4.9	$ 60.6	$ 55.0									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$499.9 TO $400.0	$ 59.7	$ 0.0	$ 59.7		$ 44.9	$ 52.1	$ 59.3			55.0	12.0	168	D
	55.5	0.0	55.5					5.0	1.0	47.0	12.0	225	
				$ 55.0				5.0		51.0			B
	54.1	14.0	68.1		60.0	74.1	88.2	5.2	1.0	48.0	12.0	B	A
	53.9	4.8	58.7		49.1	60.4	71.7	5.0	1.0	50.0	17.3	B	A
	52.3	4.7	57.0		42.1	52.6	63.1	5.0	2.0	45.0	8.0	221	221
	49.2	14.7	63.9		47.1	58.0	69.0	5.0	1.0	45.0	6.0	240	A
	48.8	3.0	51.8					5.0	2.0	47.0	10.0	245	A
	48.7	7.6	56.3		52.0	57.3	59.6	5.0	1.0	48.0	11.2	175	140
	47.8	5.5	53.3		41.2	51.5	61.8	5.0	1.0	40.0		B	B
	47.6	5.0	52.6		32.7	41.7	50.7	5.0	1.0	48.0	20.0	245	245
	46.8	7.9	54.7										
	43.2	9.9	53.1		36.2	44.4	52.5	5.5	1.0	50.0	6.0	B	B
	43.1	6.2	49.3		40.0	52.0	62.4	5.0	2.0	50.0	13.0	250	B
	43.0	6.9	49.9		37.2	43.8	50.4	5.0	1.0	45.0			
	42.6	4.6	47.2		32.0	36.0	40.0	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 152													
$ 437.0 WT'D AVG:	$ 49.9	$ 7.5	$ 57.4	$ 55.0									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$399.9	$ 65.0	$ 16.2	$ 81.2					5.0	2.0	50.0	17.0	200	B
TO				$ 55.0				5.0		51.0			B
$300.0	54.4	0.0	54.4		$ 41.5	$ 48.2	$ 54.9			55.0	12.0	168	D
	53.0	0.0	53.0					5.0	1.0	47.0	12.0	225	
	52.5	5.0	57.5		42.1	52.6	63.1	5.0	2.0	45.0	8.0	221	221
	52.3	4.7	57.0		49.1	60.4	71.7	5.5	1.0	51.0	17.3	B	A
	50.5	12.6	63.1		45.9	56.0	66.1	5.0	1.0	45.0	6.0	240	A
	49.7	10.2	59.9		53.6	65.6	77.6	5.2	1.0	48.0	12.0	B	A
	48.8	3.0	51.8					5.0	2.0	47.0	10.0	245	A
	48.3	8.2	56.5										
	47.2	2.9	50.1		44.2	55.7	59.1	5.0	1.0	48.0	10.6	175	140
	47.0	4.7	51.7		32.7	41.7	50.7	5.0	1.0	48.0	20.0	245	245
	44.7	6.2	50.9		40.0	52.0	62.4	5.0	2.0	50.0	13.0	250	B
	43.0	6.9	49.9		37.2	43.8	50.4	5.0	1.0	45.0			
	40.5	8.5	49.0		36.2	44.4	52.5	5.5	1.0	50.0	6.0	B	B
	39.7	4.3	44.0		32.0	36.0	40.0	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 184													
$ 340.5 WT'D AVG:	$ 48.6	$ 7.1	$ 55.7	$ 55.0									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 66.5	$ 16.6	$ 83.1					5.0	2.0	50.0	17.0	200	B
TO				$ 55.0				5.0		51.0			B
$250.0	54.0	4.8	58.8		$ 49.1	$ 60.4	$ 71.7	5.0	1.0	53.0	17.3	B	A
	53.1	4.4	57.5		40.8	51.0	61.2	5.0	2.0	45.0	8.0	221	221
	53.0	0.0	53.0					5.0	1.0	47.0	12.0	225	
	50.2	8.5	58.7										
	49.8	0.0	49.8		38.5	44.7	50.9			55.0	12.0	168	D
	48.8	3.0	51.8					5.0	2.0	47.0	10.0	245	A
	48.7	15.0	63.7		53.6	65.6	77.6	5.2	1.0	48.0	12.0	B	A
	48.5	8.1	56.6		53.6	65.6	77.6	5.2	1.0	48.0	12.0	B	A
	46.9	2.7	49.6		43.0	55.1	58.9	5.0	1.0	48.0	10.5	175	140
	46.7	9.3	56.0		45.8	54.9	64.0	5.0	1.0	45.0	6.0	240	A
	45.7	3.2	48.9		38.2	47.8	57.4	5.0	1.0	40.0		B	B
	45.5	4.6	50.1		32.7	41.7	50.7	5.0	1.0	48.0	20.0	245	245
	43.7	6.7	50.4		37.2	43.8	50.4	5.0	1.0	45.0			
	41.3	6.2	47.5		40.0	52.0	62.4	5.0	2.0	50.0	13.0	250	B
	37.9	7.7	45.6		36.2	44.4	52.5	5.5	1.0	50.0	6.0	B	B
	28.6	14.5	43.1		33.0	35.9	38.8	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 180													
$ 273.3 WT'D AVG:	$ 47.5	$ 6.3	$ 53.8	$ 55.0									

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SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 55.6	$ 13.9	$ 69.5					5.0	2.0	50.0	17.0	200	B
TO				$ 55.0				5.0		51.0			B
$200.0	52.0	0.0	52.0					5.0	1.0	47.0	12.0	225	
	48.8	3.0	51.8					5.0	2.0	47.0	10.0	245	A
	48.3	8.2	56.5										
	48.3	8.0	56.3		$ 47.7	$ 58.0	$ 68.4	5.2	1.0	48.0	12.0	B	A
	48.1	4.3	52.4		49.1	60.4	71.7	5.0	1.0	55.0	17.3	A	B
	47.7	3.3	51.0		40.8	51.0	61.2	5.0	2.0	45.0	8.0	221	221
	46.5	3.1	49.6		42.5	55.0	58.9	5.0	1.0	48.0	10.5	175	140
	46.4	0.0	46.4		38.5	44.7	50.9			55.0	12.0	168	D
	46.1	12.0	58.1		47.7	58.0	68.4	5.2	1.0	48.0	12.0	B	A
	46.0	11.5	57.5					5.0	2.0	50.0	17.0	200	B
	45.6	3.9	49.5		32.7	41.7	50.7	5.0	1.0	48.0	20.0	245	245
	41.6	6.5	48.1		32.6	38.3	44.1	5.0	1.0	45.0			
	37.7	4.8	42.5		36.2	44.4	52.5	5.5	1.0	50.0	6.0	B	B
	37.3	4.4	41.7		33.0	35.9	38.8	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 172													
$ 223.9 WT'D AVG:	$ 46.8	$ 7.0	$ 53.8	$ 55.0									

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1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 58.1	$ 0.0	$ 58.1					5.0	1.0	47.0	12.0	225	
TO				$ 55.0				5.0		51.0			B
$150.0	50.2	12.5	62.7					5.0	2.0	50.0	17.0	200	B
	48.8	11.2	60.0					5.0	2.0	50.0	17.0	200	B
	48.0	3.1	51.1		$ 39.7	$ 49.7	$ 59.6	5.0	2.0	45.0	8.0	221	221
	46.6	2.7	49.3		41.5	54.8	58.5	5.0	1.0	48.0	10.5	175	140
	46.5	7.9	54.4										
	46.0	7.3	53.3		47.7	58.0	68.4	5.2	1.0	48.0	12.0	B	A
	45.8	0.0	45.8		38.5	44.7	50.9			55.0	12.0	168	D
	43.8	3.2	47.0		32.7	41.7	50.7	5.0	1.0	48.0	20.0	245	245
	43.6	9.4	53.0		47.7	58.0	68.4	5.2	1.0	48.0	12.0	B	A
	41.3	7.6	48.9		32.6	38.3	44.1	5.0	1.0	45.0			
	38.0	5.9	43.9		36.2	44.4	52.5	5.5	1.0	50.0	6.0	B	B
	36.5	3.8	40.3		31.8	35.2	38.5	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 176													
$ 174.3 WT'D AVG:	$ 45.2	$ 7.2	$ 52.4	$ 55.0									

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SURVEY POSITION 47 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9				$ 55.0				5.0		51.0			B
TO	$ 52.6	$ 4.4	$ 57.0		$ 39.7	$ 49.7	$ 59.6	5.0	2.0	45.0	8.0	221	221
$100.0	50.2	12.5	62.7					5.0	2.0	50.0	17.0	200	B
	48.8	11.2	60.0					5.0	2.0	50.0	17.0	200	B
	47.8	0.0	47.8					5.0	1.0	47.0	12.0	225	
	46.2	0.9	47.1					5.0	1.0	48.0	8.0	175	140
	44.2	7.5	51.7										
	43.7	6.1	49.8		32.7	41.7	50.7	5.0	1.0	48.0	20.0	245	245
	43.4	5.3	48.7		42.4	51.1	59.9	5.2	1.0	48.0	12.0	B	A
	43.0	0.0	43.0		35.6	41.4	47.1			55.0	12.0	168	D
	41.2	2.9	44.1		35.4	44.2	53.0	5.0	1.0	40.0		B	B
	40.8	7.9	48.7		42.4	51.1	59.9	5.2	1.0	48.0	12.0	B	A
	37.1	3.8	40.9		36.2	44.4	52.5	5.5	1.0	50.0	6.0	B	B
	33.3	6.9	40.2		32.6	38.3	44.1	5.0	1.0	45.0			
	32.4	3.1	35.5		23.0	29.6	36.3	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 194													
$ 124.5 WT'D AVG:	$ 42.5	$ 6.1	$ 48.6	$ 55.0									
$99.9	$ 43.8	$ 0.0	$ 43.8		$ 35.6	$ 41.4	$ 47.1			55.0	12.0	168	D
AND BELOW	42.8	4.0	46.8		42.4	51.1	59.9	5.2	1.0	48.0	12.0	B	A
	41.5	7.0	48.5										
	40.5	5.7	46.2		42.4	51.1	59.9	5.2	1.0	48.0	12.0	B	A
	37.6	3.8	41.4		36.2	44.4	52.5	5.5	1.0	50.0	6.0	B	B
	32.6	5.1	37.7		32.6	38.3	44.1	5.0	1.0	45.0			
	30.1	3.0	33.1		29.9	31.4	33.0	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 103													
$ 72.3 WT'D AVG:	$ 40.4	$ 5.9	$ 46.3										

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SURVEY POSITION 47 - STORE MANAGER

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SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED		$ 56.8	$ 0.0	$ 56.8		$ 47.4	$ 59.3	$ 71.2	5.0	1.0	45.0	13.0	225	A
		52.9	0.0	52.9		44.5	55.6	66.7	5.0	1.0	45.0	13.0	225	A
		47.7	0.0	47.7		41.1	47.0	52.9	5.0	1.0	45.0	13.0	225	A
		44.8	0.0	44.8		33.7	41.1	58.4	5.0	1.0	45.0	13.0	225	A
NO. IN POS: 68	WT'D AVG:	$ 51.9	$ 0.0	$ 51.9										
NO. IN POS: 1553 $ 318.6	POSITION AVG:	$ 48.3	$ 6.1	$ 54.4	$ 55.0									

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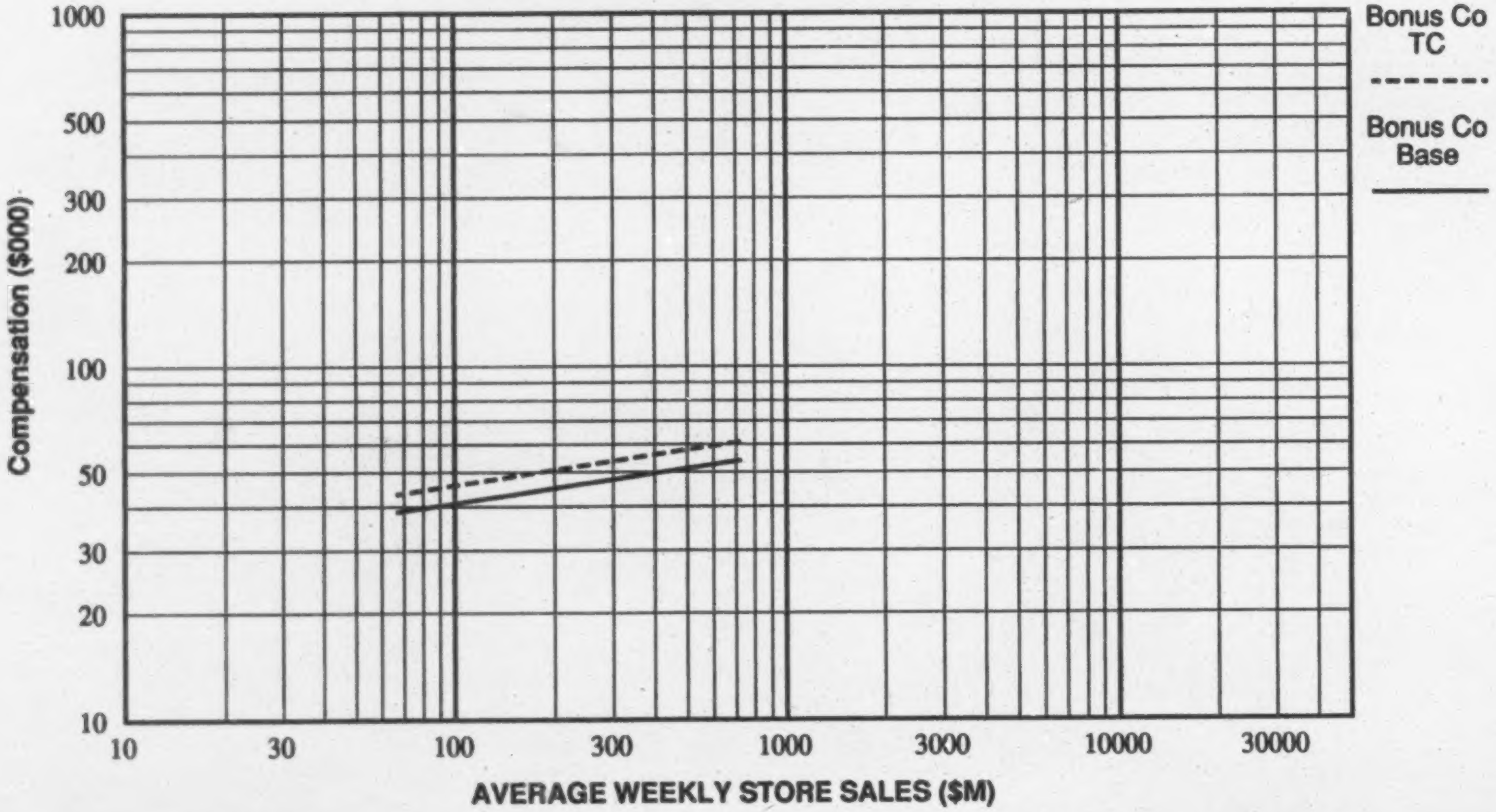
POSITION 47: STORE MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC
Coeff. Det.	.27	.27
Std. Error	1.14	1.14

	BonCoBase	TC
Slope	.13993	.14333
Y-Int	1.33250	1.37549

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$500.0	$ 57.6	$ 0.0	$ 57.6		$ 28.0	$ 38.0	$ 48.0	5.0	3.0	47.0	12.0	200	
AND ABOVE	43.1	2.6	45.7		36.8	44.9	53.0	5.0	1.0	60.0	17.0	B	A
				$ 40.5				5.0	2.0	46.0	11.0	175	140
	39.4	4.0	43.4		34.9	41.1	47.3	5.0	4.0	43.0	12.0	240	A
	39.2	0.0	39.2		34.3	40.3	46.3	3.0	2.0	45.0	24.0	152	D
	38.8	1.2	40.0										
				38.3	35.4	44.3	53.2	5.0	2.0	43.0	52.0	B	B
	38.0	4.9	42.9		37.7	45.1	52.6	5.0	3.0	48.0	24.0	B	A
				38.0	29.4	36.8	44.2		4.0	48.0	20.0	220	220
	37.0	2.0	39.0					5.0	2.0	44.0	10.0	220	A
	36.1	3.7	39.8		34.7	43.4	52.1	5.0	2.0	50.0	13.0	250	B
	35.6	1.4	37.0		31.5	37.1	42.7	5.0	1.0	45.0			
	35.2	0.0	35.2		32.8		36.9	5.0	1.0	40.0	14.0		
NO. IN POS: 168													
$ 644.8 WT'D AVG:	$ 39.1	$ 2.6	$ 41.7	$ 38.1									

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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$499.9 TO $400.0	$ 57.1	$ 0.0	$ 57.1		$ 28.0	$ 38.0	$ 48.0	5.0	3.0	47.0	12.0	200	
	42.5	2.6	45.1		36.8	44.9	53.0	5.0	1.0	50.0	17.0	B	A
				$ 40.5	40.0	40.5	41.0	5.0	2.0	46.0	12.0	175	140
				38.8	35.4	44.3	53.2	5.0	2.0	43.0	52.0	B	B
	38.7	3.9	42.6		34.4	40.5	46.4	5.0	4.0	43.0	12.0	240	A
	38.3	3.5	41.8		37.7	45.1	52.6	5.0	3.0	48.0	24.0	B	A
	37.6	3.7	41.3		34.7	43.4	52.1	5.0	2.0	50.0	13.0	250	B
	37.5	0.0	37.5		34.3	40.3	46.3	3.0	1.0	45.0	24.0	152	D
	37.3	1.9	39.2										
	37.0	2.0	39.0					5.0	2.0	44.0	10.0	220	A
				35.0	29.4	36.8	44.2	5.0	4.0	48.0	20.0	220	220
	34.4	2.2	36.6		31.5	37.1	42.7	5.0	1.0	45.0			
	34.0	0.0	34.0		31.2		34.8	5.0	1.0	40.0	14.0		
	32.4	2.3	34.7		25.4	28.5	31.6	5.0	2.0	45.0	20.0	112	112
	31.9	1.1	33.0		25.2	30.9	36.5	5.5	2.0	50.0	52.0	B	B
NO. IN POS: 146													
$ 438.7 WT'D AVG:	$ 37.9	$ 2.3	$ 40.2	$ 37.9									

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$399.9	$ 44.8	$ 0.4	$ 45.2		$ 40.0	$ 50.0	$ 60.0	5.0	2.0	40.0	17.0	A	A
TO	44.4	0.0	44.4		28.0	38.0	48.0	5.0	3.0	47.0	12.0	200	
$300.0	41.7	2.5	44.2		36.8	44.9	53.0	5.0	1.0	51.0	17.0	B	A
				$ 40.5	40.0		41.0	5.0	2.0	46.0	12.0	175	140
				40.0	34.5	44.3	53.2	5.0	2.0	43.0	52.0	B	B
	38.6	0.0	38.6		34.3	40.3	46.3	3.0	2.0	45.0	24.0	152	D
	37.4	9.3	46.7					5.0	3.0	50.0	17.0	200	B
	37.2	3.0	40.2		33.8	39.6	45.4	5.0	4.0	43.0	12.0	240	A
	37.1	2.7	39.8		37.7	45.1	52.6	5.0	3.0	48.0	24.0	B	A
	37.0	2.0	39.0					5.0	2.0	44.0	10.0	220	A
	37.0	3.7	40.7		34.7	43.4	52.1	5.0	2.0	50.0	13.0	250	B
	36.1	2.0	38.1										
				33.8	29.4	36.8	44.2	5.0	4.0	48.0	20.0	220	220
	31.9	1.0	32.9		25.2	30.9	36.5	5.5	2.0	50.0	52.0	B	B
	31.0	1.3	32.3		31.5	37.1	42.7	5.0	1.0	45.0			
	30.2	2.4	32.6		25.4	28.5	31.6	5.0	2.0	45.0	20.0	112	112
$ 313.3 WT'D AVG:	$ 42.6	$ 0.9	$ 43.5	$ 37.6									

NO. IN POS: 402

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SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 42.6	$ 2.6	$ 45.2		$ 36.8	$ 44.9	$ 53.0	5.0	1.0	53.0	17.0	B	A
TO	40.2	0.0	40.2		31.2	36.7	42.1	3.0	2.0	45.0	24.0	152	D
$250.0				$ 40.0	35.4	44.3	53.2	5.0	2.0	43.0	52.0	B	B
	39.2	9.8	49.0					5.0	3.0	50.0	17.0	200	B
	37.5	3.7	41.2		34.7	43.4	52.1	5.0	2.0	50.0	13.0	250	B
	37.3	2.3	39.6		37.7	45.1	52.6	5.0	3.0	48.0	24.0	B	A
	37.1	2.2	39.3		33.5	39.2	44.9	5.0	4.0	43.0	12.0	240	A
	37.0	2.0	39.0					5.0	2.0	44.0	10.0	220	A
	36.5	2.1	38.6										
				36.0	29.4	36.8	44.2	5.0	4.0	48.0	20.0	220	220
	33.3	2.1	35.4		31.5	37.1	72.7	5.0	1.0	45.0			
	33.1	0.0	33.1		30.7		34.3	5.0	1.0	40.0	14.0		
	32.6	2.7	35.3		24.6	28.6	32.7	5.0	2.0	45.0	20.0	112	112
	26.8	0.7	27.5		25.2	30.9	36.5	5.5	2.0	50.0	52.0	B	B
NO. IN POS: 128													
$ 272.5 WT'D AVG:	$ 35.2	$ 1.6	$ 36.8	$ 38.4									

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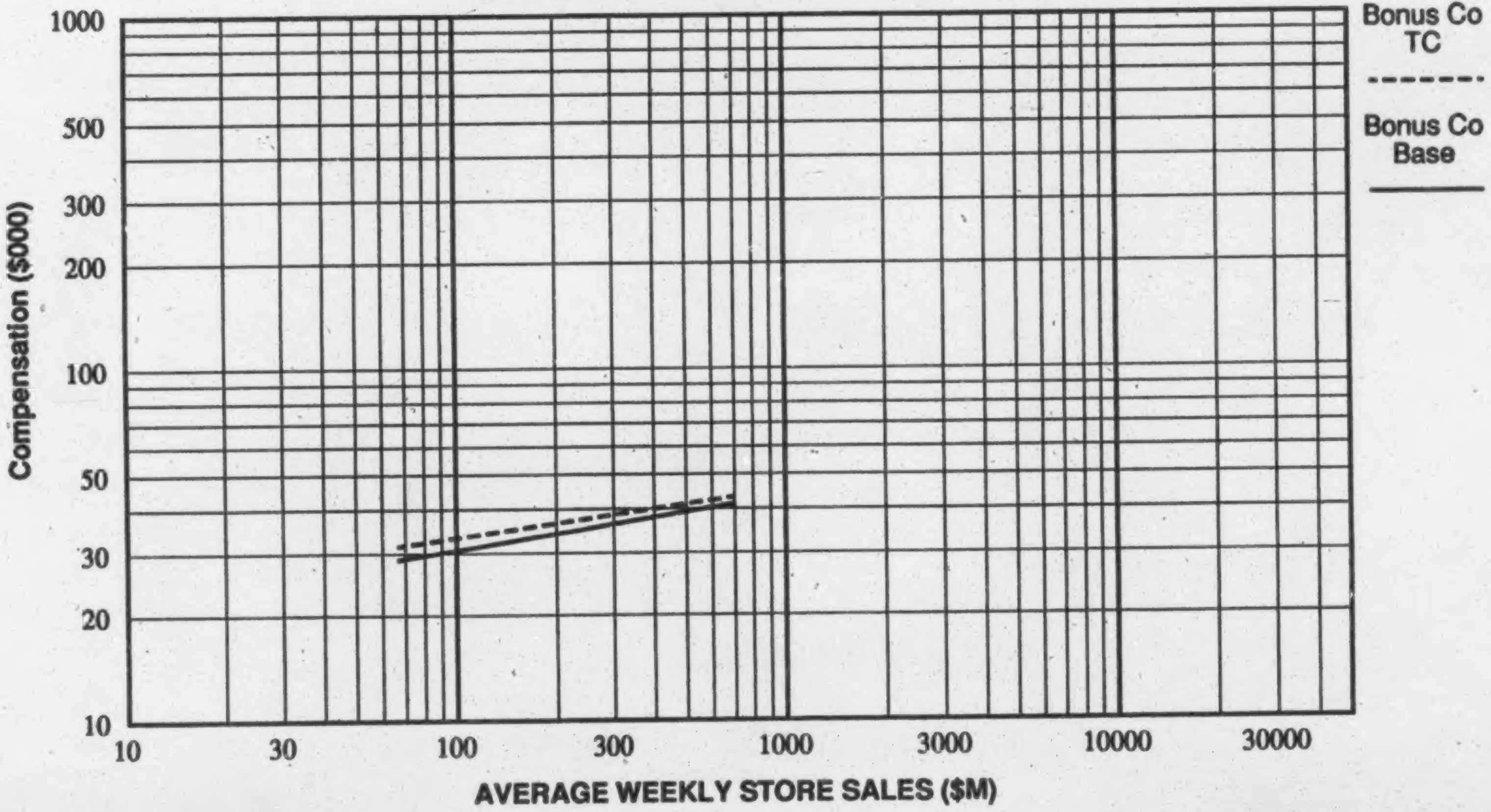
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 46.4	$ 0.0	$ 46.4		$ 28.0	$ 38.0	$ 48.0	5.0	3.0	47.0	12.0	200	
TO	41.9	0.0	41.9		28.0	38.0	48.0	5.0	3.0	47.0	12.0	200	
$150.0	40.5	10.1	50.6					5.0	3.0	50.0	17.0	200	B
				$ 40.0	35.4	44.3	53.2	5.0	2.0	43.0	52.0	B	B
	39.3	9.8	49.1					5.0	3.0	50.0	17.0	200	B
	39.0	2.3	41.3		36.8	44.9	53.0	5.0	1.0	55.0	17.0	B	A
				38.7	35.4	44.3	53.2	5.0	2.0	43.0	52.0	B	B
	37.6	1.9	39.5										
	37.5	9.3	46.8					5.0	3.0	50.0	17.0	200	B
	37.0	2.0	39.0					5.0	2.0	44.0	10.0	220	A
	36.7	2.0	38.7		33.5	39.7	46.1	5.0	3.0	48.0	24.0	B	A
	34.9	8.7	43.6					5.0	3.0	50.0	17.0	200	B
	34.8	1.2	36.0		33.5	39.7	46.1	5.0	3.0	48.0	24.0	B	A
	33.8	3.5	37.3		33.5	39.7	46.1	5.0	3.0	48.0	24.0	B	A
				32.4	29.4	36.8	44.2	5.0	4.0	48.0	20.0	220	220
	32.3	2.8	35.1		33.5	39.7	46.1	5.0	3.0	48.0	24.0	B	A
	32.1	2.0	34.1		23.7	27.9	32.1	5.0	1.0	45.0			
	31.8	2.0	33.8										
	30.9	0.6	31.5		25.2	30.9	36.5	5.5	2.0	50.0	52.0	B	B
	29.7	2.3	32.0		25.3	27.2	29.2	5.0	2.0	45.0	20.0	112	112
	29.2	2.4	31.6		24.6	28.6	32.7	5.0	2.0	45.0	20.0	112	112
	29.0	0.4	29.4		25.2	30.9	36.5	5.5	2.0	50.0	52.0	B	B
	28.2	1.4	29.6		23.7	27.9	32.1	5.0	1.0	45.0			
NO. IN POS: 187													
$ 200.5	WT'D AVG: $ 33.5	$ 2.4	$ 35.9	$ 38.4									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9				$ 40.0	$ 35.4	$ 44.3	$ 53.2	5.0	2.0	43.0	52.0	B	B
AND BELOW	$ 36.9	$ 1.8	$ 38.7										
	36.4	1.9	38.3										
	36.4	9.1	45.5					5.0	3.0	50.0	17.0	200	B
	36.1	9.0	45.1					5.0	3.0	50.0	17.0	200	B
	31.4	0.0	31.4		30.1		32.2	5.0	1.0	40.0	14.0		
	29.2	0.4	29.6		25.2	30.9	36.5	5.5	2.0	50.0	52.0	B	B
	26.5	1.6	28.1		23.9	25.7	27.6	5.0	2.0	45.0	20.0	112	112
	26.0	1.3	27.3		25.2	30.9	36.5	5.5	2.0	50.0	52.0	B	B
	26.0	0.9	26.9		23.7	27.9	32.1	5.0	1.0	45.0			
	26.0	1.7	27.7		16.7	22.7	28.8	5.0	2.0	45.0	20.0	112	112
	22.3	1.2	23.5		23.7	27.9	32.1	5.0	1.0	45.0			
NO. IN POS: 128													
$ 106.7 WT'D AVG:	$ 33.0	$ 2.0	$ 35.0	$ 40.0									
NO SCOPE REPORTED	$ 44.2	$ 0.0	$ 44.2		$ 36.7	$ 43.2	$ 49.7	5.0	1.0	45.0	13.0	200	A
	41.5	0.0	41.5		32.9	38.6	44.3	5.0	1.0	45.0	13.0	200	A
	41.5	0.0	41.5		34.6	40.7	46.7	5.0	1.0	45.0	13.0	200	A
NO. IN POS: 38													
WT'D AVG:	$ 42.8	$ 0.0	$ 42.8										
NO. IN POS: 1197													
$ 331.6 POSITION AVG:	$ 38.3	$ 1.6	$ 39.9	$ 38.0									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 48: ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC
Coeff. Det.	.26	.18
Std. Error	1.15	1.17

	BonCoBase	TC
Slope	.15229	.13454
Y-Int	1.18110	1.25289

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$65.0				$ 40.6				5.0		40.0		F	E
AND ABOVE	$ 38.2	$ 0.0	$ 38.2					5.0	1.0	40.0	8.0	148	360
				38.2	$ 30.4	$ 34.8	$ 39.1	5.0	.1	39.5	45.0	E	E
				38.1	37.9	38.1	38.3	5.0	1.0	46.0	12.0	180	140
	38.0	1.9	39.9					5.0	1.0	40.0	12.0	E	E
				37.4				5.0	1.0	40.0	13.0	E	E
				37.4				5.0	1.0	40.0	13.0	E	E
				36.6	30.4	34.8	39.1	5.0	.1	41.2	47.0	E	E
	35.4	0.8	36.2		28.7	33.8	38.8	5.0	1.0	45.0			
NO. IN POS: 215													
$ 70.5 WT'D AVG:	$ 37.6	$ 1.4	$ 39.0	$ 39.3									
$64.9	$ 44.3	$ 2.3	$ 46.6		$ 32.6	$ 40.7	$ 48.8	5.0	2.0	45.0	8.0	200	200
TO				$ 39.7									
$50.0				36.8				5.0		40.0	24.0	238	E
	36.3	1.1	37.4		28.7	33.8	38.8	5.0	1.0	45.0			
	36.1	0.7	36.8					5.0	2.0	40.0	17.0	E	E
	35.6	0.0	35.6		34.3		38.0	5.0	1.0	40.0	14.0	B	
	30.5	1.0	31.5					5.0	1.0	40.0	4.0	E	E
				23.8	21.6	22.7	23.8	5.0	2.0	40.0			E
NO. IN POS: 248													
$ 58.3 WT'D AVG:	$ 36.2	$ 0.7	$ 36.9	$ 35.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 40.7	$ 2.1	$ 42.8		$ 32.6	$ 40.7	$ 48.8	5.0	2.0	45.0	8.0	200	200
TO	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
$35.0	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
	38.0	0.2	38.2					5.0	1.0	40.0	8.0	148	360
				$ 37.8									
				37.6	37.3	37.6	37.9	5.0	1.0	46.0	12.0	180	140
				37.4				5.0	1.0	40.0	13.0	E	E
				36.8				5.0		40.0	24.0	238	E
	36.8	1.8	38.6					5.0	1.0	40.0	12.0	E	E
				35.6	30.4	34.8	39.1	5.0		41.0	7.0	E	E
	34.7	1.0	35.7		28.7	33.8	38.8	5.0	1.0	45.0			
	30.5	1.0	31.5					5.0	1.0	40.0	4.0	E	E
				30.1				5.0	1.0	41.0	3.0	E	F
				23.9	21.6	22.7	23.8	5.0	2.0	40.0			E
NO. IN POS: 157													
$ 41.1 WT'D AVG:	$ 36.4	$ 1.4	$ 37.8	$ 35.0									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

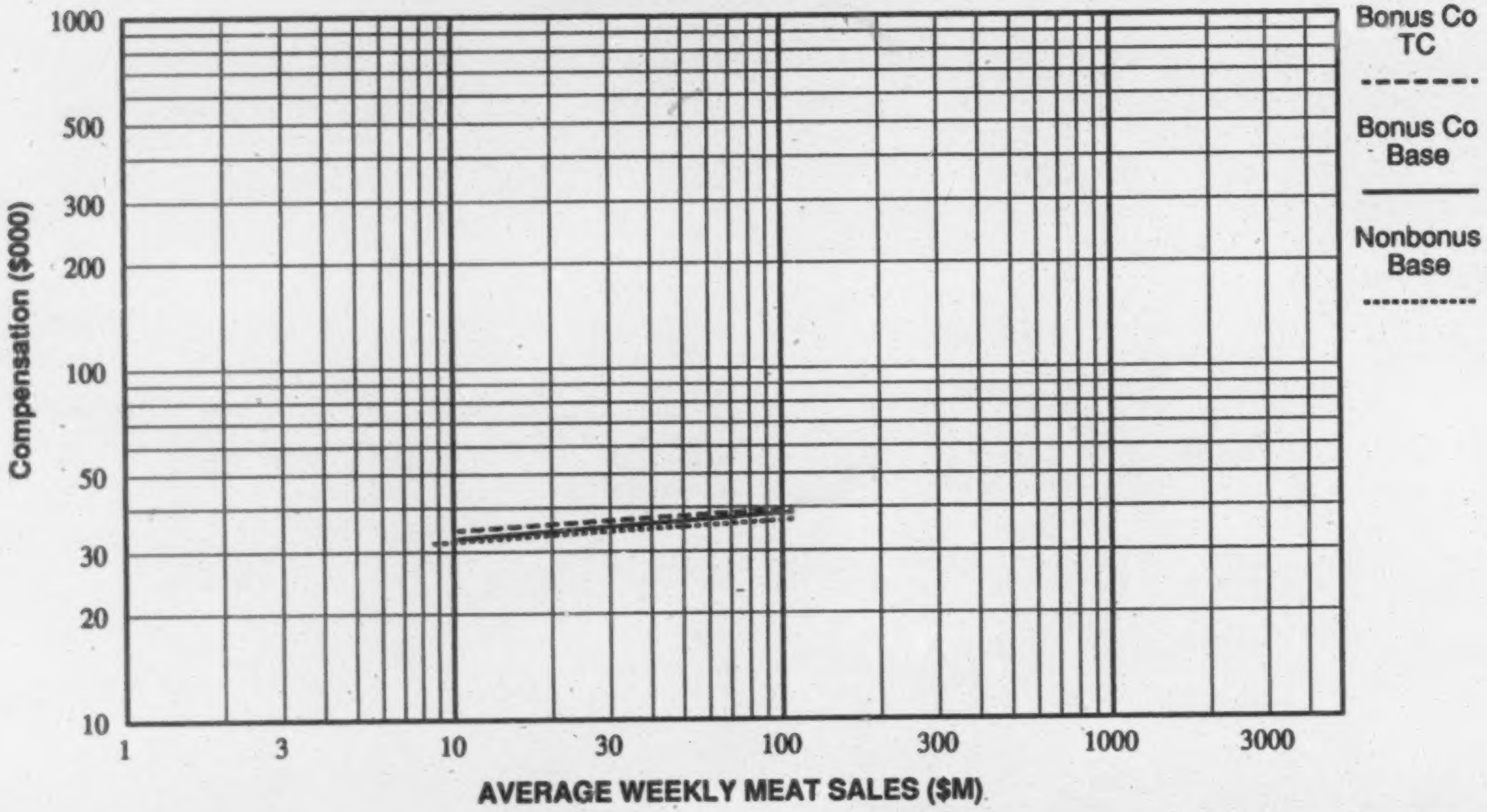
SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9 TO $25.0	$ 41.4	$ 1.5	$ 42.9		$ 32.6	$ 40.7	$ 48.8	5.0	2.0	45.0	8.0	200	200
				$ 40.1									
	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
	37.6	0.6	38.2					5.0	1.0	40.0	8.0	148	360
				37.4				5.0	1.0	40.0	13.0	E	E
				37.3	37.0	37.3	37.6	5.0	1.0	46.0	11.0	180	140
				36.8				5.0		40.0	24.0	238	E
	36.5	1.8	38.3					5.0	1.0	40.0	12.0	E	E
				34.9	30.4	34.8	39.1	5.0	.2	41.0	22.0	E	E
	32.9	0.0	32.9		32.2		35.4	5.0	1.0	40.0	14.0	B	
	32.5	0.7	33.2		26.1	30.7	35.3	5.0	1.0	45.0			
	30.5	1.0	31.5					5.0	1.0	40.0	4.0	E	E
				30.1				5.0	1.0	41.0	3.0	E	F
				23.8	21.6	22.7	23.8	5.0	2.0	40.0			E
NO. IN POS: 154													
$ 30.4	WT'D AVG: $ 34.1	$ 0.8	$ 34.9	$ 35.9									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$24.9 AND BELOW	$ 42.4	$ 1.6	$ 44.0		$ 32.6	$ 40.7	$ 48.8	5.0	2.0	45.0	8.0	200	200
	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
	39.4	3.6	43.0					5.0	1.0	40.0	12.0	F	E
				$ 38.8									
	37.8	0.4	38.2					5.0	1.0	40.0	8.0	148	360
				36.8				5.0		40.0	24.0	238	E
				36.8	36.5	36.8	37.1	5.0	1.0	46.0	9.0	180	140
				36.8				5.0		40.0	24.0	238	E
				36.5									
	31.0	0.0	31.0		31.2		33.8	5.0	1.0	40.0	14.0	B	
	30.5	1.0	31.5					5.0	1.0	40.0	4.0	E	E
				30.1				5.0	1.0	41.0	3.0	E	F
	29.6	1.1	30.7		26.1	30.7	35.3	5.0	1.0	45.0			
	26.2	0.7	26.9		26.1	30.7	35.3	5.0	1.0	45.0			
	23.9	0.0	23.9		21.6	22.7	23.8	5.0	2.0	40.0			E
				23.7	21.6	22.7	23.8	5.0	2.0	40.0			E
NO. IN POS: 210													
$ 17.4 WT'D AVG:	$ 32.0	$ 1.2	$ 33.2	$ 36.3									
NO SCOPE REPORTED				$ 37.6		$ 37.6		5.0	1.0	40.0	26.0	E	E
NO. IN POS: 60													
NO. IN POS: 1044													
$ 45.1 POSITION AVG:	$ 35.4	$ 0.9	$ 36.3	$ 37.0									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 49: MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.07	.04	.05
Std. Error	1.15	1.17	1.18

	BonCoBase	TC	Nonbonus
Slope	.06979	.05841	.05850
Y-Int	1.44376	1.47798	1.44720

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY GROCERY SALES ($THOU)		BONUS COMPANIES		NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0				$ 39.1				5.0		40.0		F	E
AND ABOVE	$ 37.8	$ 1.9	$ 39.7					5.0	1.0	40.0	12.0	E	E
				37.7									
				33.8				5.0	1.0	40.0	13.0	E	E
				32.7	$ 25.8	$ 29.9	$ 33.9	5.0	1.0	40.5	45.0	E	E
	32.1	0.0	32.1		31.7		34.8	5.0	1.0	40.0	14.0		
	29.9	0.9	30.8		25.8	30.4	34.9	5.0	1.0	45.0			
NO. IN POS: 194													
$ 363.7 WT'D AVG:	$ 31.4	$ 0.9	$ 32.3	$ 37.5									
$299.9	$ 41.4	$ 2.6	$ 44.0		$ 33.7	$ 42.2	$ 50.6	5.0	2.0	45.0	8.0	200	200
TO				$ 37.9									
$200.0	37.4	1.8	39.2					5.0	1.0	40.0	12.0	E	E
				35.6	35.0	35.6	36.2	5.0	1.0	46.0	12.0	180	140
				33.5				5.0	1.0	40.0	13.0	E	E
				32.8	25.8	29.9	33.9	5.0	1.0	40.4	52.0	E	E
	31.0	0.5	31.5										
	30.9	1.0	31.9					5.0	1.0	40.0	10.0	E	E
	30.4	0.0	30.4		29.6		33.0	5.0	1.0	40.0	14.0		
	29.6	0.0	29.6					5.0	2.0	40.0	12.0	E	258
				29.4				5.0	1.0	41.0	3.0	E	F
				29.1				5.0		40.0	24.0	E	E
	29.1	1.2	30.3		25.8	30.4	34.9	5.0	1.0	45.0			
NO. IN POS: 269													
$ 234.3 WT'D AVG:	$ 31.5	$ 0.6	$ 32.1	$ 33.5									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9 TO $150.0	$ 41.2	$ 2.6	$ 43.8		$ 33.7	$ 42.2	$ 50.6	5.0	2.0	45.0	8.0	200	200
				$ 37.1									
	35.9	1.8	37.7					5.0	1.0	40.0	12.0	E	E
				35.4	34.9	35.4	35.9	5.0	1.0	46.0	11.0	180	140
				32.7	25.8	29.9	33.9	5.0	1.0	41.0	34.0	E	E
	32.6	1.3	33.9		25.8	30.4	34.9	5.0	1.0	45.0			
	30.9	1.0	31.9					5.0	1.0	40.0	10.0	E	E
	30.6	0.0	30.6					5.0	2.0	40.0	12.0	E	258
				30.0				5.0	1.0	40.0	13.0	E	E
	29.4	0.0	29.4		29.1		32.0	5.0	1.0	40.0	14.0		
				29.4				5.0	1.0	41.0	3.0	E	F]
				29.1				5.0		40.0	24.0	E	E
NO. IN POS: 116													
$ 172.6 WT'D AVG:	$ 32.4	$ 0.7	$ 33.1	$ 31.9									

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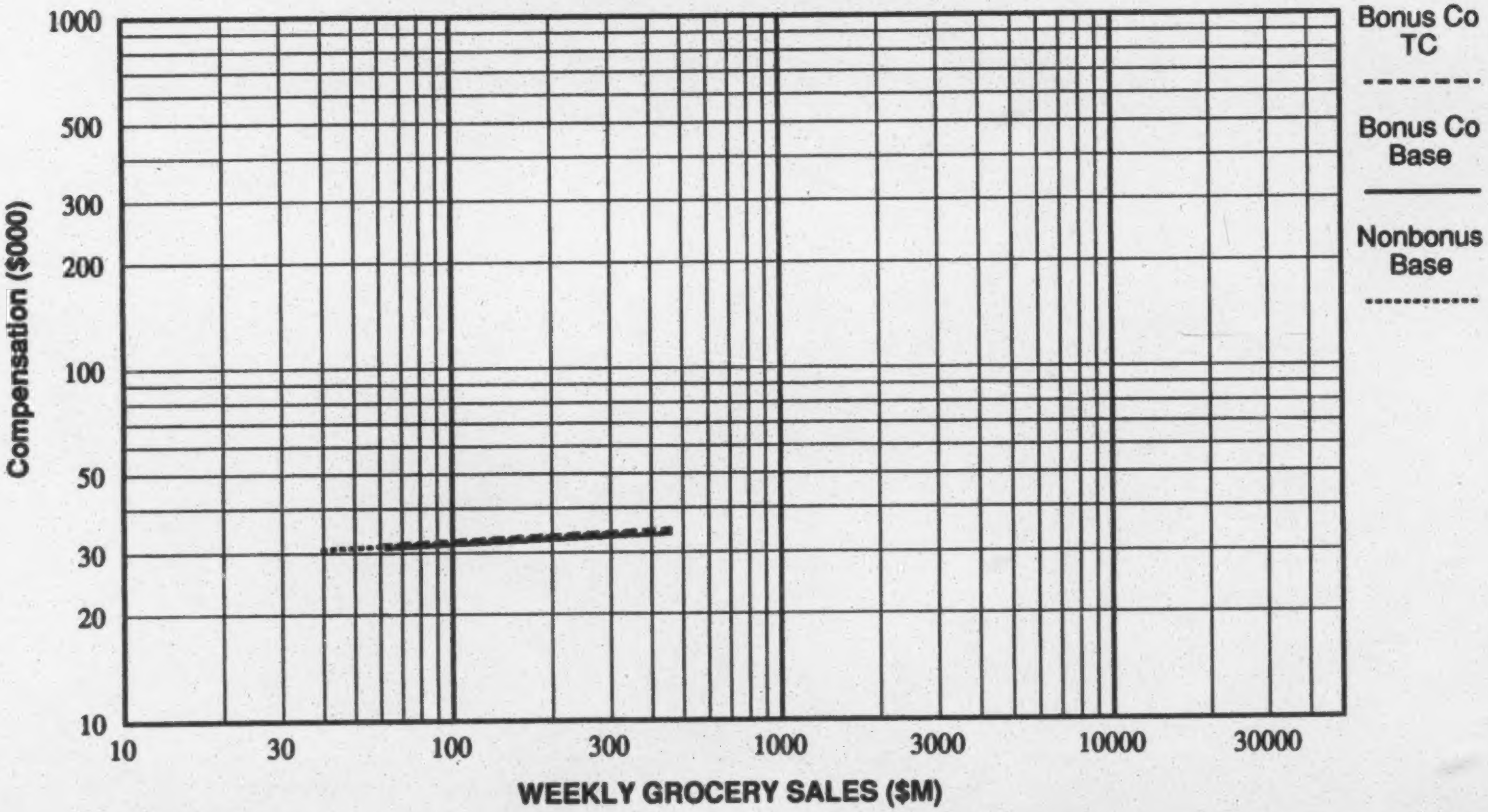
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9 AND BELOW	$ 44.0	$ 2.2	$ 46.2		$ 33.7	$ 42.2	$ 50.6	5.0	2.0	45.0	8.0	200	200
	39.1	2.0	41.1		33.7	42.2	50.6	5.0	2.0	45.0	8.0	200	200
	38.3	2.2	40.5		33.7	42.2	50.6	5.0	2.0	45.0	8.0	200	200
				$ 37.7									
				37.1									
				37.1									
				35.3	34.3	35.3	36.3	5.0	1.0	46.0	7.0	180	140
				35.3	34.8	35.3	35.8	5.0	1.0	46.0	10.0	180	140
	35.2	1.7	36.9					5.0	1.0	40.0	12.0		E
	30.9	1.0	31.9					5.0	1.0	40.0	10.0	E	E
	30.9	1.0	31.9					5.0	1.0	40.0	10.0	E	E
	30.7	0.0	30.7					5.0	2.0	40.0	12.0	E	258
	30.3	0.0	30.3					5.0	2.0	40.0	12.0	E	258
	29.9	0.0	29.9					5.0	2.0	40.0	12.0	E	258
				29.4				5.0	1.0	41.0	3.0	E	F
				29.4				5.0	1.0	41.0	3.0	E	F
				29.4				5.0	1.0	41.0	3.0	E	F
				29.1				5.0		40.0	24.0	E	E
				29.1				5.0		40.0	24.0	E	E
				29.1				5.0		40.0	24.0	E	E
				29.1				5.0		40.0	24.0	E	E
	28.9	0.0	28.9		28.6		30.7	5.0	1.0	40.0	14.0		
	16.6	0.6	17.2		21.4	25.6	29.0	5.0	1.0	45.0			
NO. IN POS: 146													
$ 100.9 WT'D AVG:	$ 31.4	$ 0.6	$ 32.0	$ 31.5									
NO SCOPE REPORTED NO. IN POS: 60				$ 35.4		$ 35.4		5.0	1.0	40.0	26.0	E	E
NO. IN POS: 785													
$ 232.2 POSITION AVG:	$ 31.6	$ 0.7	$ 32.3	$ 34.6									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 50: GROCERY MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.02	.02	.07
Std. Error	1.20	1.22	1.11

	BonCoBase	TC	Nonbonus
Slope	.04341	.04599	.04620
Y-Int	1.41319	1.41966	1.41479

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$20.0 AND ABOVE	$ 39.1	$ 0.0	$ 39.1					5.0	2.0	40.0	8.0	232	320
				$ 37.5				5.0		40.0		F	E
				36.8				5.0		40.0	24.0	238	E
	36.5	1.8	38.3					5.0	1.0	40.0	12.0	E	A
	35.2	1.7	36.9					5.0	1.0	40.0	12.0	E	A
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
	33.1	0.9	34.0		$ 28.7	$ 33.8	$ 38.8	5.0	1.0	45.0			
	32.4	0.0	32.4					5.0	2.0	40.0	8.0	232	320
				31.9	25.8	29.6	33.4	5.0	1.0	41.0	6.5	E	E
	31.9	0.0	31.9					5.0	2.0	40.0	8.0	232	320
				31.8	25.8	29.6	33.4	5.0	1.0	42.0	4.0	E	E
	31.8	0.0	31.8					5.0	2.0	40.0	8.0	232	320
				31.7									
				31.2				5.0	1.0	40.0	13.0	E	E
	30.8	0.0	30.8		29.1		33.3	5.0	1.0	40.0	14.0		
	30.5	0.7	31.2		28.7	33.8	38.8	5.0	1.0	45.0			
	30.2	1.0	31.2		28.7	33.8	38.8	5.0	1.0	45.0			
	29.4	0.7	30.1					5.0	1.0	40.0		E	E
				27.0				5.0	1.0	41.0	3.0	E	F

NO. IN POS: 271

WT'D

$ 28.3 AVG: $ 32.7 $ 0.9 $ 33.6 $ 35.4

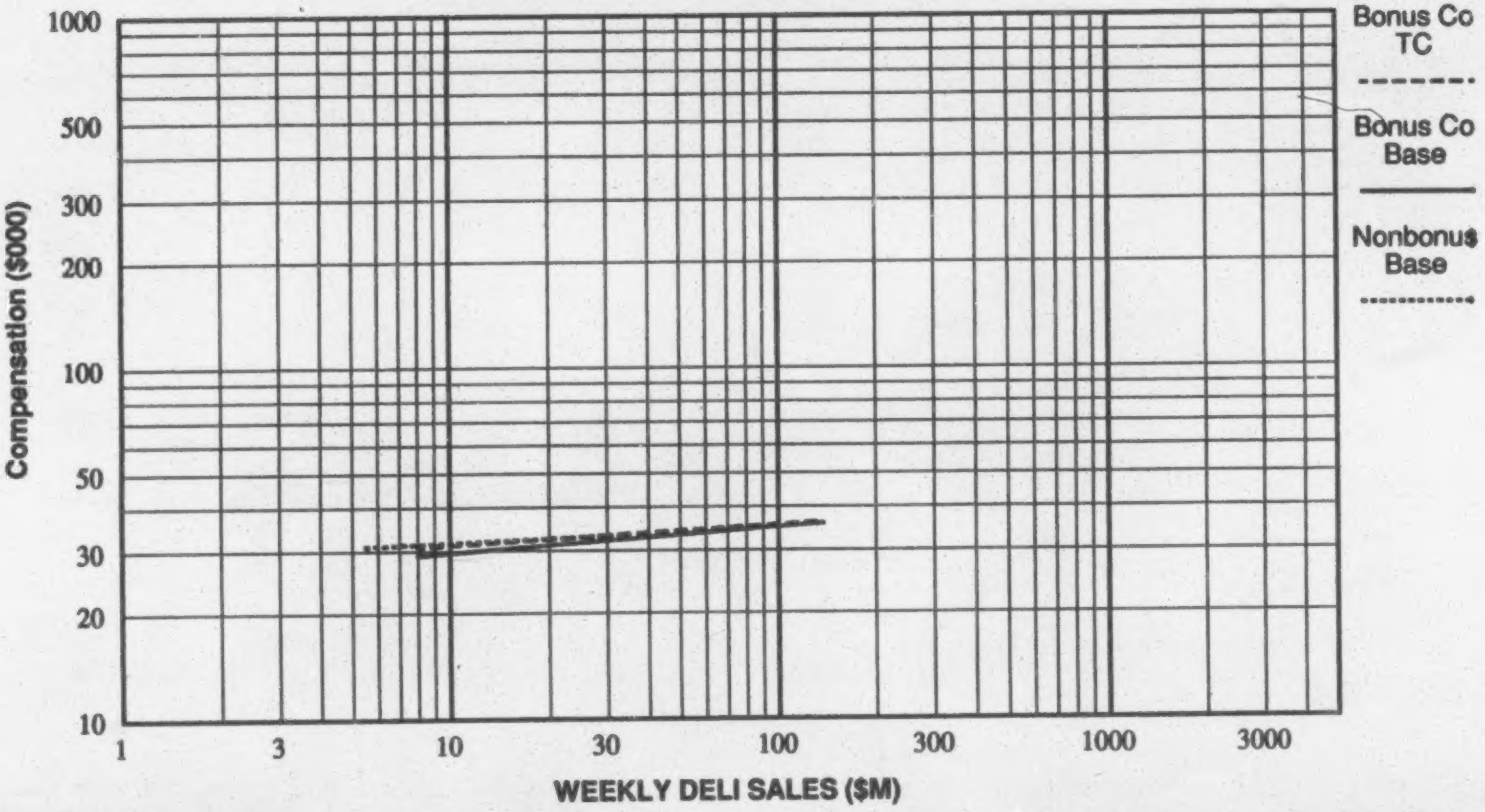
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #1 - NORTHEAST

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$19.9				$ 36.8				5.0		40.0	24.0	238	E
TO				36.8				5.0		40.0	24.0	238	E
$10.0	$ 34.1	$ 1.7	$ 35.8					5.0	1.0	40.0	12.0	E	A
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
	33.5	3.1	36.6					5.0	1.0	40.0	12.0	F	E
				32.3	$ 25.8	$ 29.6	$ 33.4	5.0	1.0	41.0	27.0	E	E
	31.2	0.0	31.2					5.0	2.0	40.0	8.0	232	320
				31.1				5.0	1.0	40.0	13.0	E	E
				30.4				5.0	1.0	40.0	13.0	E	E
	30.0	0.5	30.5										
	28.7	0.8	29.5		28.7	33.8	38.8	5.0	1.0	45.0			
	28.3	0.7	29.0					5.0	1.0	40.0		E	E
	28.3	0.7	29.0					5.0	1.0	40.0		E	E
NO. IN POS: 316													
$ 16.9 WT'D AVG:	$ 29.9	$ 0.8	$ 30.7	$ 33.9									
$9.9				$ 32.0									
AND BELOW	$ 28.5	$ 0.0	$ 28.5		$ 27.1		$ 30.2	5.0	1.0	40.0	14.0		
				27.0				5.0	1.0	41.0	3.0	E	F
	25.3	0.6	25.9		21.4	25.2	29.0	5.0	1.0	45.0			
NO. IN POS: 317													
$ 7.3 WT'D AVG:	$ 27.4	$ 0.2	$ 27.6	$ 30.5									
NO SCOPE REPORTED				$ 33.8		$ 33.8		5.0	1.0	40.0	26.0	E	E
NO. IN POS: 60													
NO. IN POS: 964													
$ 16.9 POSITION AVG:	$ 29.8	$ 0.7	$ 30.5	$ 33.1									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 51: DELI MANAGER
REGION #1 - NORTHEAST



	BonCoBase	TC	Nonbonus
Coeff. Det.	.25	.12	.04
Std. Error	1.09	1.11	1.11

	BonCoBase	TC	Nonbonus
Slope	.07152	.05734	.03948
Y-Int	1.40107	1.43537	1.46008

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER
(W/TRANSPORTATION)
REGION #1 - NORTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$825.0 AND BELOW	VICE PRESIDENT	$ 84.4	$ 13.9	$ 98.3		$ 65.4	$ 81.8	$ 98.2
	DIV. V.P./MGR.	79.8	13.3	93.1		70.5	88.1	105.7
	VICE PRESIDENT	60.7	1.9	62.6		60.0	74.1	88.1
	VICE PRESIDENT	48.7	10.9	59.6		36.2	45.3	54.3
	NO IN POSITION: 8							
$ 224.2	WEIGHTED GROUP AVG:	$ 64.6	$ 5.9	$ 70.5				
NO SCOPE REPORTED	GROUP EXEC.	$ 60.3	$ 10.0	$ 70.3		$ 51.1	$ 63.9	$ 76.7
	NO IN POSITION: 14							
$ 224.2	POSITION AVERAGE:	$ 62.7	$ 7.7	$ 70.4				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)
REGION #1 - NORTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$610.0 AND BELOW	SENIOR V.P.	$ 95.4	$ 11.8	$107.2		$ 76.4	$ 95.4	$114.6
	VICE PRESIDENT	67.9	10.9	78.8		48.9	60.2	71.3
	VICE PRESIDENT	59.4	0.0	59.4		57.4	70.9	84.4
	MANAGER				$ 59.0	41.8	53.3	64.7
	ASST. V.P./DIR	49.8	11.2	61.0		44.8	54.9	65.0
	VICE PRESIDENT				46.0	32.4	40.5	48.6
	VICE PRESIDENT	40.2	1.6	41.8		32.4	40.5	48.6
	NO IN POSITION: 16							
$ 310.7	WEIGHTED GROUP AVG:	$ 70.1	$ 7.8	$ 77.9	$ 55.3			
	NO IN POSITION: 16							
$ 310.7	POSITION AVERAGE:	$ 70.1	$ 7.8	$ 77.9	$ 55.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD
REGION #1 - NORTHEAST

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	CEO/PRESIDENT	$ 69.4	$ 0.0	$ 69.4		$ 51.3	$ 64.1	$ 77.0
	SENIOR V.P.	68.1	2.8	70.9		67.5	83.6	99.8
	SENIOR V.P.				$ 66.0	47.0	58.8	70.6
	VICE PRESIDENT	62.0	49.3	111.3		46.4	60.3	74.3
	ASST. V.P./DIR	54.4	5.4	59.8		42.4	51.1	59.9
	NO IN POSITION:	5						
$ 13.1	WEIGHTED GROUP AVG:	$ 63.5	$ 14.4	$ 77.9	$ 66.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 65.0	$ 8.0	$ 73.0		$ 61.8	$ 82.4	$103.0
	NO IN POSITION:	6						
$ 13.1	POSITION AVERAGE:	$ 63.8	$ 13.1	$ 76.9	$ 66.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

REGION #1 - NORTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND ABOVE	MANAGER				$ 56.7	$ 32.7	$ 41.7	$ 50.7
	MANAGER				55.9	32.7	41.7	50.7
	MANAGER				55.3	32.7	41.7	50.7
	MANAGER	$ 53.1	$ 0.8	$ 53.9				
	NO IN POSITION: 156							
$ 28.0	WEIGHTED GROUP AVG:	$ 53.1	$ 0.8	$ 53.9	$ 55.8			
$24.9 TO $15.0	MANAGER				$ 54.9	$ 32.7	$ 41.7	$ 50.7
	ASST. V.P./DIR	$ 54.5	$ 2.7	$ 57.2		47.7	58.0	68.4
	ASST. V.P./DIR				54.1	39.1	48.9	58.7
	MANAGER				48.0	38.2	47.8	57.4
	NO IN POSITION: 27							
$ 19.5	WEIGHTED GROUP AVG:	$ 54.5	$ 2.7	$ 57.2	$ 54.0			
$14.9 AND BELOW	MANAGER				$ 53.6	$ 32.7	$ 41.7	$ 50.7
	ASST. V.P./DIR				50.4	39.1	48.9	58.7
	MANAGER				50.4	38.2	47.8	57.4
	MANAGER	$ 49.2	$ 0.0	$ 49.2		48.9		56.1
	ASST. V.P./DIR	48.5	2.4	50.9		47.7	58.0	68.4
	NO IN POSITION: 44							
$ 9.6	WEIGHTED GROUP AVG:	$ 48.8	$ 1.3	$ 50.1	$ 52.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER	$ 58.0	$ 0.0	$ 58.0		$ 45.0	$ 52.9	$ 60.9
	MANAGER	51.7	2.5	54.2				
	MANAGER	51.7	2.5	54.2				
	ASST. V.P./DIR				$ 51.3		51.3	
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 53.8	$ 1.7	$ 55.5	$ 51.3			
	NO IN POSITION: 242							
$ 23.4	POSITION AVERAGE:	$ 52.7	$ 0.9	$ 53.6	$ 53.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

REGION #1 - NORTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$15.0 AND ABOVE	MANAGER				$ 52.7	$ 32.7	$ 41.7	$ 50.7
	MANAGER				52.3	32.7	41.7	50.7
	MANAGER				51.6	36.6	45.7	54.9
	MANAGER				49.0	34.7	43.4	52.1
	MANAGER	$ 47.5	$ 1.5	$ 49.0		43.0	45.8	48.6
	ASST. V.P./DIR	45.6	1.0	46.6		44.8	54.4	64.1
	NO IN POSITION: 73							
$ 18.4	WEIGHTED GROUP AVG:	$ 47.4	$ 1.4	$ 48.8	$ 52.2			
$14.9 AND BELOW	MANAGER				$ 52.0	$ 32.7	$ 41.7	$ 50.7
	MANAGER	$ 48.2	$ 0.0	$ 48.2		47.8	49.9	52.0
	MANAGER				48.1	36.6	45.7	54.9
	MANAGER	46.6	1.1	47.7		43.0	45.8	48.6
	ASST. V.P./DIR	46.4	0.9	47.3		44.8	54.4	64.1
	MANAGER				43.6	34.7	43.4	52.1
	NO IN POSITION: 160							
$ 11.4	WEIGHTED GROUP AVG:	$ 46.7	$ 1.0	$ 47.7	$ 50.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

REGION #1 - NORTHEAST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER	$ 51.7	$ 2.5	$ 54.2				
	MANAGER	51.7	2.5	54.2				
	MANAGER				$ 49.3		$ 49.3	
	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	$ 51.7	$ 2.5	$ 54.2	$ 49.3			
	NO IN POSITION: 249							
$ 13.6	POSITION AVERAGE:	$ 47.1	$ 1.1	$ 48.2	$ 50.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$210.0	VICE PRESIDENT	$ 67.1	$ 5.0	$ 72.1				
AND BELOW	VICE PRESIDENT	56.9	11.4	68.3		$ 48.5	$ 60.0	$ 71.4
	VICE PRESIDENT	55.6	12.3	67.9				
	MANAGER				$ 43.5	33.5	41.7	49.9
	VICE PRESIDENT	40.6	4.1	44.7				
	CEO/PRESIDENT	40.5	1.5	42.0				
		40.5	5.0	45.5		35.0	40.1	46.5
	C.O.O.				32.2	25.8		47.6
	NO IN POSITION: 40							
$ 116.6	WEIGHTED GROUP AVG:	$ 52.6	$ 9.1	$ 61.7	$ 39.3			

	NO IN POSITION: 40				
$ 116.6	POSITION AVERAGE:	$ 52.6	$ 9.1	$ 61.7	$ 39.3

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$65.0 AND BELOW	VICE PRESIDENT	$ 64.0	$ 18.6	$ 82.6				
	VICE PRESIDENT	59.5	8.7	68.2		$ 48.5	$ 60.0	$ 71.4
		42.0	4.0	46.0		40.0	42.0	45.0
	DIV. V.P./MGR.				$ 41.4	37.5		45.4
	VICE PRESIDENT	40.6	4.1	44.7				
	MANAGER				40.4	33.5	41.7	49.9
	GROUP EXEC.	38.1	0.0	38.1		31.2	34.1	37.1
	GROUP EXEC.	36.3	3.0	39.3		35.0		40.2
	NO IN POSITION: 33							
$ 32.1	WEIGHTED GROUP AVG:	$ 51.0	$ 6.6	$ 57.6	$ 40.7			

	NO IN POSITION: 33				
$ 32.1	POSITION AVERAGE:	$ 51.0	$ 6.6	$ 57.6	$ 40.7

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$35.0	VICE PRESIDENT	$ 56.9	$ 14.3	$ 71.2				
AND BELOW	VICE PRESIDENT	53.2	10.4	63.6		$ 48.5	$ 60.0	$ 71.4
	VICE PRESIDENT				$ 50.7			
	VICE PRESIDENT	40.6	4.1	44.7				
		40.0	5.0	45.0		32.0	40.0	47.0
	MANAGER				39.1	33.5	41.7	49.9
	GROUP EXEC.	38.9	0.4	39.3		27.3	30.3	33.3
	GROUP EXEC.	35.0	2.0	37.0				
	DIV. V.P./MGR.				34.7	34.1		35.2
	GROUP EXEC.	26.2	2.1	28.3		25.0		30.0
	NO IN POSITION: 31							
$ 18.4	WEIGHTED GROUP AVG:	$ 44.8	$ 7.0	$ 51.8	$ 39.4			
	NO IN POSITION: 31							
$ 18.4	POSITION AVERAGE:	$ 44.8	$ 7.0	$ 51.8	$ 39.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0 AND BELOW	VICE PRESIDENT	$ 55.7	$ 5.0	$ 60.7				
	VICE PRESIDENT	44.5	6.1	50.6		$ 45.6	$ 55.8	$ 65.9
	VICE PRESIDENT				$ 41.3			
	MANAGER				31.2	25.5	31.7	38.0
	C.O.O.				30.4	16.0		47.0
	NO IN POSITION: 47							
$ 8.5	WEIGHTED GROUP AVG:	$ 50.1	$ 5.6	$ 55.7	$ 31.2			
NO SCOPE REPORTED	DIST.MANAGER	$ 39.5	$ 3.6	$ 43.1				
	NO IN POSITION: 48							
$ 8.5	POSITION AVERAGE:	$ 46.6	$ 4.9	$ 51.5	$ 31.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$80.0 AND BELOW	VICE PRESIDENT	$ 66.9	$ 12.7	$ 79.6		$ 48.5	$ 60.0	$ 71.4
	SENIOR V.P.	54.0	10.0	64.0				
	CEO/PRESIDENT	50.0	7.0	57.0				
	ASST. V.P./DIR	46.0	10.0	56.0		35.1	41.1	48.0
	MANAGER				$ 36.6	33.5	41.7	49.9
	VICE PRESIDENT	35.1	0.0	35.1		35.1	36.4	37.7
	VICE PRESIDENT				32.5			
		32.0	2.0	34.0		30.0	32.0	34.3
	C.O.O.				31.9	26.5		44.0
	GROUP EXEC.	28.0	2.1	30.1		26.5		31.7
	NO IN POSITION: 22							
$ 19.4	WEIGHTED GROUP AVG:	$ 41.3	$ 5.4	$ 46.7	$ 34.5			
NO SCOPE REPORTED	GROUP EXEC.				$ 36.8			
	NO IN POSITION: 23							
$ 19.4	POSITION AVERAGE:	$ 41.3	$ 5.4	$ 46.7	$ 34.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER
REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0	VICE PRESIDENT	$ 66.9	$ 12.7	$ 79.6		$ 48.5	$ 60.0	$ 71.4
AND BELOW	VICE PRESIDENT	44.2	9.1	53.3				
	GROUP EXEC.	31.9	0.3	32.2		27.3	30.3	33.3
	CEO/PRESIDENT	27.0	10.0	37.0				
	NO IN POSITION: 5							
$ 6.2	WEIGHTED GROUP AVG:	$ 40.4	$ 6.5	$ 46.9				
	NO IN POSITION: 5							
$ 6.2	POSITION AVERAGE:	$ 40.4	$ 6.5	$ 46.9				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$15.0 AND BELOW	CEO/PRESIDENT	$ 60.0	$ 3.0	$ 63.0				
	VICE PRESIDENT	51.2	9.9	61.1		$ 45.6	$ 55.8	$ 65.9
	VICE PRESIDENT	43.7	14.6	58.3				
	GROUP EXEC.				$ 37.4			
	VICE PRESIDENT	36.4	0.0	36.4				
	GROUP EXEC.	33.2	0.0	33.2		27.3	30.3	33.3
	NO IN POSITION: 6							
$ 5.4	WEIGHTED GROUP AVG:	$ 44.9	$ 5.5	$ 50.4	$ 37.4			
NO SCOPE REPORTED		$ 31.0	$ 3.0	$ 34.0		$ 30.0	$ 31.0	$ 32.0
	NO IN POSITION: 9							
$ 5.4	POSITION AVERAGE:	$ 39.7	$ 4.6	$ 44.3	$ 37.4			

FOOD MARKETING INSTITUTE
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SURVEY POSITION 34 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$310.0	GROUP EXEC.	$ 45.0	$ 7.0	$ 52.0				
AND BELOW		44.0	6.0	50.0		$ 37.5	$ 45.0	$ 50.0
	GROUP EXEC.				$ 42.0			
	MANAGER				42.0	33.5	41.7	49.9
	MANAGER	38.9	1.8	40.7				
	VICE PRESIDENT				34.5	23.5		43.7
	GROUP EXEC.	33.1	3.1	36.2		29.7		39.9
	NO IN POSITION: 26							
$ 123.0	WEIGHTED GROUP AVG:	$ 39.9	$ 4.2	$ 44.1	$ 38.6			
NO SCOPE	VICE PRESIDENT	$ 43.6	$ 0.0	$ 43.6		$ 31.2	$ 35.2	$ 39.2
REPORTED	GROUP EXEC.				$ 41.6			
	ASST. V.P./DIR	40.7	6.9	47.6		31.1	37.6	43.4
	MANAGER				38.7	33.5	39.7	46.1
	DIST.MANAGER				34.6			
	NO IN POSITION: 21							
	WEIGHTED GROUP AVG:	$ 41.2	$ 5.7	$ 46.9	$ 39.4			
	NO IN POSITION: 47							
$ 123.0	POSITION AVERAGE:	$ 40.2	$ 4.7	$ 44.9	$ 39.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$85.0 AND BELOW		$ 43.0	$ 7.0	$ 50.0		$ 38.5	$ 40.0	$ 44.0
	VICE PRESIDENT				$ 41.9			
	MANAGER				40.3	33.5	41.7	49.9
	MANAGER	34.7	1.7	36.4				
	GROUP EXEC.	33.1	3.5	36.6				
	NO IN POSITION: 11							
$ 68.0	WEIGHTED GROUP AVG:	$ 36.8	$ 3.5	$ 40.3	$ 40.7			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 46.5	$ 10.0	$ 56.5		$ 35.0	$ 41.1	$ 48.0
	GROUP EXEC.				$ 35.6			
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 46.5	$ 10.0	$ 56.5	$ 35.6			
	NO IN POSITION: 16							
$ 68.0	POSITION AVERAGE:	$ 39.0	$ 4.9	$ 43.9	$ 38.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0 AND BELOW	MANAGER				$ 47.0	$ 42.3	$ 51.1	$ 59.9
	MANAGER	$ 43.6	$ 2.5	$ 46.1				
		42.5	7.5	50.0		38.5	41.0	43.0
	MANAGER				39.7	33.5	41.7	49.9
	VICE PRESIDENT				38.7			
	GROUP EXEC.				25.0			
	NO IN POSITION: 13							
$ 39.0	WEIGHTED GROUP AVG:	$ 43.0	$ 5.0	$ 48.0	$ 38.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 44.8	$ 7.5	$ 52.3		$ 35.1	$ 41.1	$ 48.0
	GROUP EXEC.				$ 38.7			
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 44.8	$ 7.5	$ 52.3	$ 38.7			
	NO IN POSITION: 16							
$ 39.0	POSITION AVERAGE:	$ 43.3	$ 5.4	$ 48.7	$ 38.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$155.0 AND BELOW	MANAGER	$ 43.0	$ 2.6	$ 45.6				
	GROUP EXEC.	31.0	2.8	33.8				
	NO IN POSITION: 2							
$ 87.9	WEIGHTED GROUP AVG:	$ 37.0	$ 2.7	$ 39.7				
NO SCOPE REPORTED	GROUP EXEC.				$ 41.1			
	ASST. V.P./DIR	$ 40.0	$ 0.0	$ 40.0		$ 35.1	$ 41.1	$ 48.0
	VICE PRESIDENT				37.6			
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 40.0	$ 0.0	$ 40.0	$ 39.3			
	NO IN POSITION: 5							
$ 87.9	POSITION AVERAGE:	$ 38.0	$ 1.8	$ 39.8	$ 39.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$55.0		$ 43.0	$ 7.0	$ 50.0		$ 40.0	$ 43.0	$ 45.3
AND BELOW	MANAGER				$ 38.0	33.5	41.7	49.9
	GROUP EXEC.				37.0			
	MANAGER	34.6	5.5	40.1				
	VICE PRESIDENT				30.2	28.0		32.4
	NO IN POSITION: 16							
$ 34.7	WEIGHTED GROUP AVG:	$ 37.8	$ 6.0	$ 43.8	$ 35.9			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 41.0	$ 6.9	$ 47.9		$ 35.1	$ 41.1	$ 48.0
	GROUP EXEC.				$ 37.1			
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 41.0	$ 6.9	$ 47.9	$ 37.1			
	NO IN POSITION: 22							
$ 34.7	POSITION AVERAGE:	$ 38.6	$ 6.3	$ 44.9	$ 36.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	VICE PRESIDENT	$ 76.5	$ 17.2	$ 93.7		$ 56.9	$ 70.8	$ 84.8
	SENIOR V.P.	67.2	0.3	67.5		49.4	57.8	66.3
		63.0	7.0	70.0		59.0	63.0	65.0
	SENIOR V.P.	62.9	10.0	72.9				
	GROUP EXEC.	56.5	15.0	71.5				
	DIV. V.P./MGR.	49.9	10.0	59.9		44.2	55.2	66.2
	NO IN POSITION: 30							
$ 218.3	WEIGHTED GROUP AVG:	$ 66.1	$ 11.9	$ 78.0				
$99.9 AND BELOW	DIV. V.P./MGR.	$ 54.6	$ 10.0	$ 64.6		$ 44.2	$ 55.2	$ 66.2
	EXEC. V.P.				$ 52.3	51.5		53.0
	EXEC. V.P.				50.8	45.0		53.0
	CEO/PRESIDENT	46.5	5.4	51.9		46.5		
	CEO/PRESIDENT	40.5	4.7	45.2		40.5		45.5
	NO IN POSITION: 20							
$ 82.3	WEIGHTED GROUP AVG:	$ 51.8	$ 8.8	$ 60.6	$ 51.2			
	NO IN POSITION: 50							
$ 163.9	POSITION AVERAGE:	$ 61.7	$ 11.1	$ 72.8	$ 51.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$400.0 AND ABOVE	$ 66.5	$ 20.7	$ 87.2		$ 46.3	$ 61.4	$ 76.3		1.0	47.5	1.0	200	B
	62.6	20.5	83.1		46.3	61.4	76.3	5.0	1.0	47.5	1.0	200	B
				$ 57.2	44.7	48.9	54.6	5.0	2.0	45.0	12.0	240	240
				54.6	44.7	48.9	54.6	5.0	2.0	45.0	12.0	240	240
	51.3	9.6	60.9		43.4	47.3	55.5	5.4		48.9	5.5	B	
	50.2	9.1	59.3		46.0	50.2	55.5	5.4		49.2	4.0	B	
	50.1	10.1	60.2					5.0	1.0	46.0	13.0	B	B
	47.5	8.4	55.9					5.0	1.0	46.0	13.0	B	B
	47.2	0.2	47.4		36.4	43.9	51.4	5.5	1.0	48.0	12.0	B	B
	43.8	10.0	53.8					5.5	1.0	50.0	12.0	B	D
	42.4	10.0	52.4					5.5	1.0	50.0	12.0	B	D
NO. IN POS: 75													
$ 477.6 WT'D AVG:	$ 58.7	$ 16.9	$ 75.6	$ 55.5									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$399.9	$ 57.0	$ 14.9	$ 71.9		$ 46.3	$ 55.9	$ 68.8	5.0	1.0	47.5	1.0	200	B
TO	55.1	12.2	67.3		42.9	55.9	68.8	5.0	1.0	47.5	1.0	200	B
$250.0	54.7	9.3	64.0										
				$ 54.6	44.7	48.9	54.6	5.0	2.0	45.0	12.0	240	240
				49.4	42.6	46.8	52.0	5.0	2.0	45.0	12.0	240	240
	47.1	0.1	47.2		36.4	43.9	51.4	5.5	1.0	48.0	12.0	B	B
	47.0	2.0	49.0		37.0	47.0	52.0	5.0	3.0	50.0	13.0	150	C
	46.7	5.7	52.4		41.6	45.5	49.4	5.6		48.5	8.0	B	
	46.2	6.9	53.1					5.0	1.0	46.0	13.0	B	B
	45.9	7.9	53.8					5.0	1.0	46.0	13.0	B	B
				45.0				5.0	3.0	45.0	24.0	200	200
	44.1	10.0	54.1		39.0	43.7	49.4	5.6		46.2	20.0	B	
	43.4	0.2	43.6		36.4	43.9	51.4	5.5	1.0	48.0	12.0	B	B
				41.4	40.4		42.5	5.0	3.0	45.0	24.0	200	200
	41.2	7.9	49.1					5.5	1.0	50.0	12.0	B	D
	39.5	3.2	42.7					5.5	.1	60.0		B	B
	39.5	3.2	42.7					5.5	.1	50.0	5.0	B	B
	37.6	1.5	39.1					5.5	1.0	60.0	12.0	B	
	35.0	0.0	35.0					5.5	2.0	50.0	12.0	125	B
	34.6	2.0	36.6		32.5		38.0	5.0	3.0	60.0	12.0	A	B
	32.6	0.9	33.5					5.0	3.0	60.0	12.0	A	B
NO. IN POS: 151													
$ 314.6 WT'D AVG:	$ 51.1	$ 9.6	$ 60.7	$ 44.9									

FOOD MARKETING INSTITUTE
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SURVEY POSITION 47 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 54.1	$ 9.2	$ 63.3										
TO	54.0	9.2	63.2										
$200.0	50.8	10.3	61.1		$ 42.9	$ 51.1	$ 62.3	5.0	1.0	47.5	1.0	200	B
				$ 50.3	42.6	46.8	52.0	5.0	2.0	45.0	12.0	240	240
	46.0	9.4	55.4		40.3	44.2	48.1	5.3		48.4	8.5	B	
	45.0	5.0	50.0		38.0	45.0	48.0						
	42.9	5.2	48.1					5.0	1.0	46.0	13.0	B	B
	41.2	0.2	41.4		36.4	43.9	51.4	5.5	1.0	48.0	12.0	B	B
				40.2	37.5		42.0	5.0	3.0	45.0	24.0	200	200
	36.1	5.0	41.1					5.5	1.0	50.0	12.0	B	D
	35.0	0.0	35.0					5.5	2.0	50.0	12.0	125	B
$ 216.2 WT'D AVG:	$ 46.3	$ 6.1	$ 52.4	$ 43.8									

NO. IN POS: 175

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1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9	$ 52.9	$ 6.0	$ 58.9		$ 39.5	$ 50.2	$ 60.6	5.0	1.0	47.5	1.0	200	B
AND BELOW				$ 49.4	40.0	43.7	48.9	5.0	2.0	45.0	12.0	240	240
	48.3	8.2	56.5										
	47.7	9.9	57.6		40.5	51.1	62.3	5.0	1.0	47.5	1.0	200	B
	46.5	7.2	53.7		39.5	50.2	60.6	5.0	1.0	47.5	1.0	200	B
				44.2	36.9	41.1	45.8	5.0	2.0	45.0	12.0	240	240
	43.0	7.3	50.3										
	42.7	7.5	50.2					5.0	1.0	46.0	13.0	B	B
	40.2	0.1	40.3		36.4	43.9	51.4	5.5	1.0	48.0	12.0	B	B
				39.5				5.5	.2	50.0		C	C
	39.5	3.2	42.7					5.5	.1	50.0	12.0	B	B
	37.0	5.0	42.0					5.5	1.0	45.0	12.0	B	D
				36.9	31.5		41.5	5.0	3.0	45.0	24.0	200	200
				36.2	33.5		37.5	5.0	3.0	45.0	24.0	200	200
	36.1	5.0	41.1					5.5	1.0	45.0	12.0	B	D
	35.8	4.0	39.8					5.5	1.0	45.0	12.0	B	D
				35.3	31.0		40.2	5.0	3.0	45.0	24.0	200	200
	35.0	0.0	35.0					5.5	2.0	50.0	12.0	125	B
	35.0	0.0	35.0					5.5	2.0	50.0	12.0	125	B
				29.5	26.6		33.0	5.0	3.0	60.0	12.0	A	B
				26.5	22.7		31.7	5.0	3.0	60.0	12.0	A	B
				24.2	16.6		28.9	5.0	3.0	60.0	12.0	A	B
NO. IN POS: 149													
$ 140.5 WT'D AVG:	$ 44.8	$ 7.4	$ 52.2	$ 32.8									
NO. IN POS: 550													
$ 258.4 POSITION AVG:	$ 49.4	$ 9.2	$ 58.6	$ 36.3									

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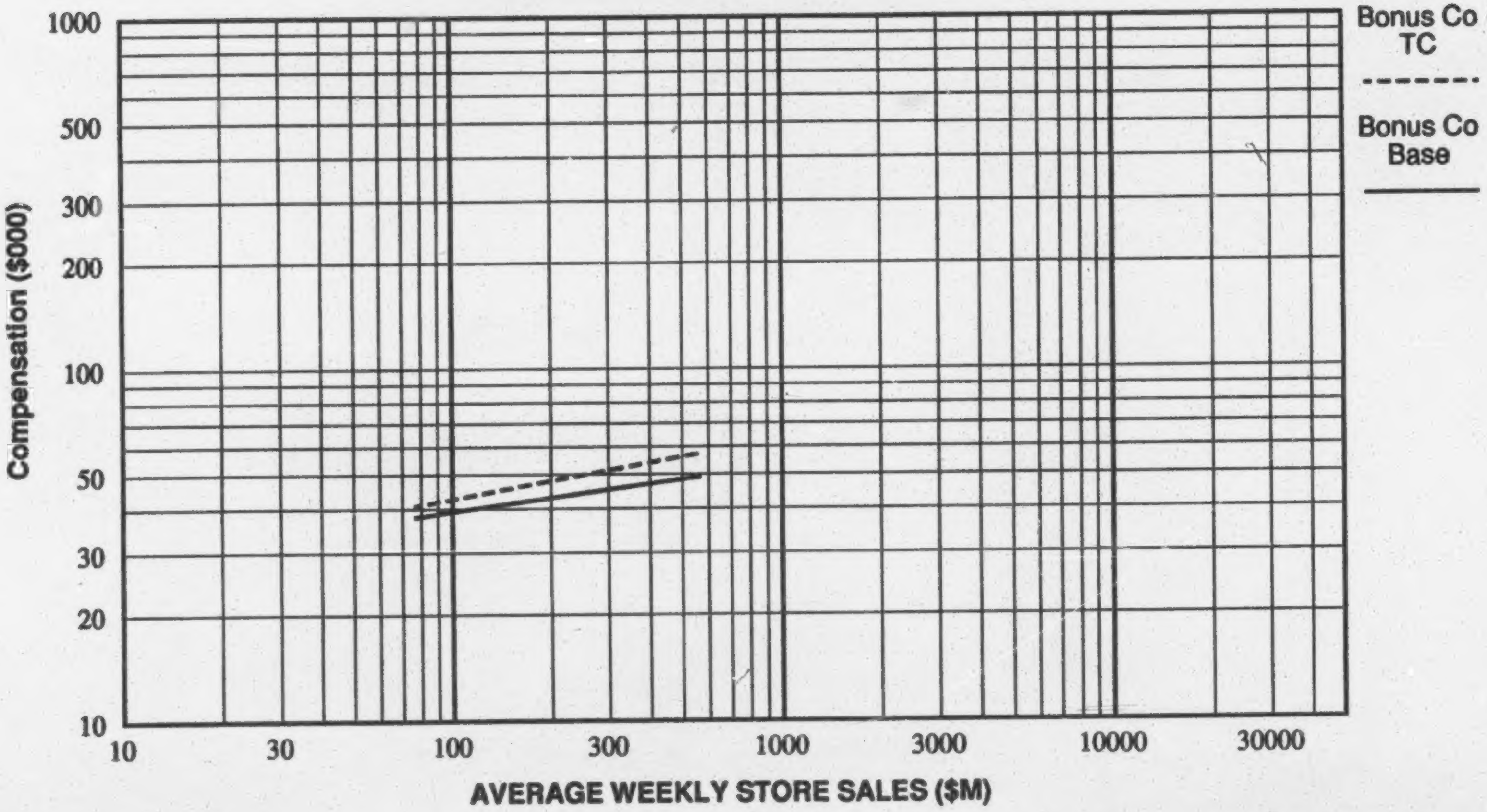
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 47: STORE MANAGER
REGION #2 - N. E. CENTRAL



	BonCoBase	TC
Coeff. Det.	.13	.13
Std. Error	1.17	1.24

	BonCoBase	TC
Slope	.12762	.17107
Y-Int	1.33925	1.28697

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0	$ 54.7	$ 9.3	$ 64.0										
AND ABOVE	54.0	9.2	63.2										
	46.3	8.4	54.7					5.0	3.0	47.5	1.0	170	B
	46.3	8.3	54.6					5.0	3.0	47.5	1.0	170	B
	43.9	6.4	50.3					5.0	3.0	47.5	1.0	170	B
	42.3	5.4	47.7					5.0	3.0	47.5	1.0	170	B
				$ 41.3	$ 33.3	$ 36.4	$ 41.3	5.0	2.0	45.0	12.0	240	240
				41.3	33.3	36.4	41.3	5.0	2.0	45.0	12.0	240	240
				39.0	30.7	34.3	39.0	5.0	2.0	45.0	12.0	240	240
	37.1	4.3	41.4					5.0	2.0	46.0	17.0	B	B
	36.6	0.1	36.7		29.1	33.8	38.5	5.0	2.0	48.0	15.0	B	B
	36.6	0.0	36.6		29.1	33.8	38.5	5.0	2.0	48.0	15.0	B	B
				35.9	33.3	36.4	41.3	5.0	2.0	45.0	12.0	240	240
	35.5	0.1	35.6		29.1	33.8	38.5	5.0	2.0	48.0	15.0	B	B
	34.6	3.1	37.7		31.7	34.6	42.3	4.9		49.2	4.0	B	
	33.8	2.6	36.4		29.4	35.6	42.3	4.8		47.8	11.5	B	
	33.5	3.8	37.3		29.9	34.3	39.1	5.1		48.6	7.5	B	
	33.3	2.1	35.4		28.9	34.8	42.3	4.9		46.1	20.5	B	
				28.6				5.0	2.0	45.0	17.0	E	D
				28.1	27.5		28.7	5.0	3.0	45.0	24.0	180	180
	28.0	0.0	28.0		24.7		33.8	5.0	1.0	50.0			
				26.0				5.0	3.0	45.0	24.0	180	180
				24.0	22.1		28.2	5.0	4.0	55.0	24.0	D	D
NO. IN POS: 190													
$ 365.3 WT'D AVG:	$ 43.2	$ 6.1	$ 49.3	$ 30.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

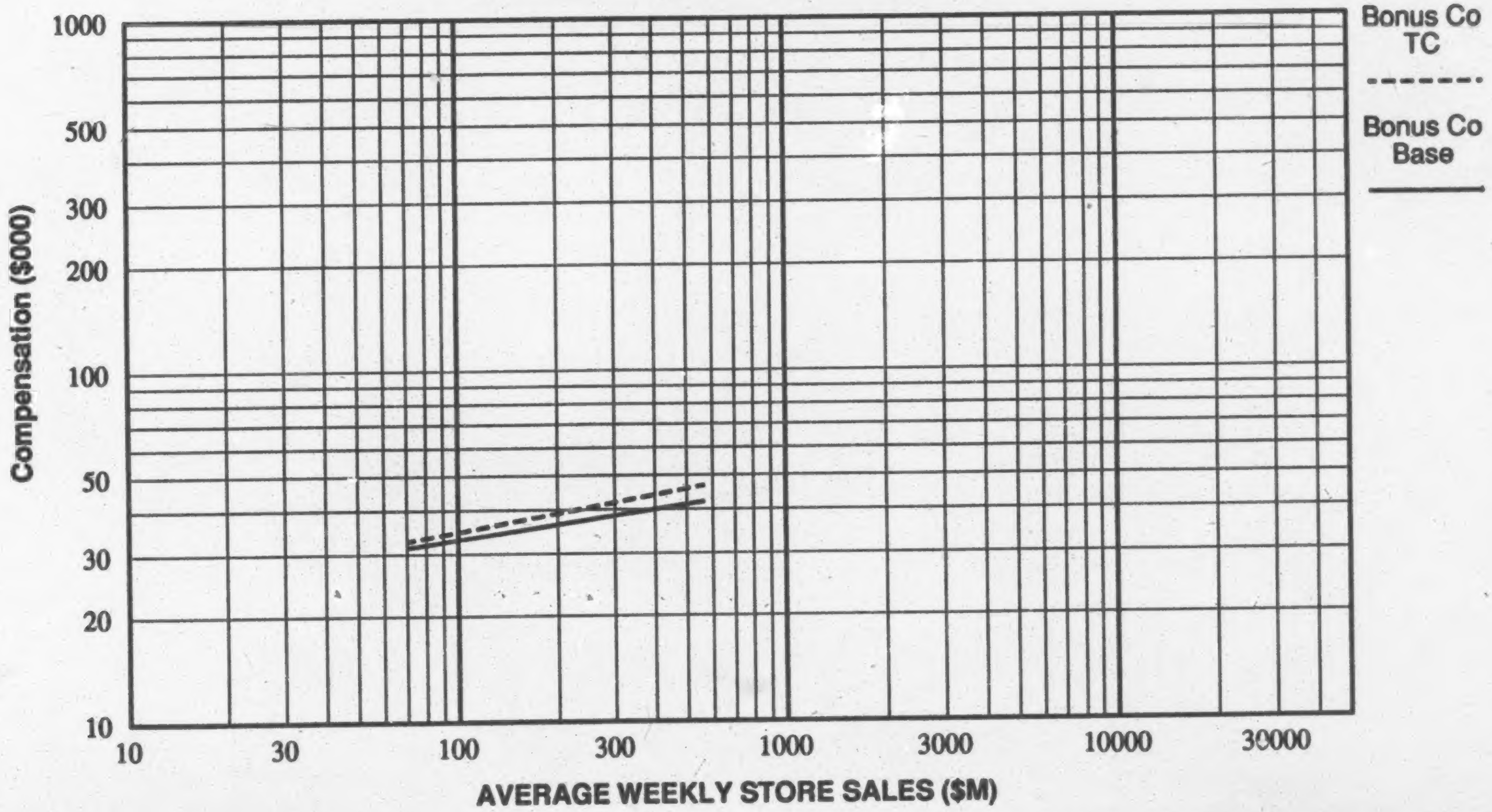
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 54.1	$ 9.2	$ 63.3										
								5.0	3.0	47.5	1.0	170	B
TO	40.9	4.7	45.6										
$200.0				$ 37.1	$ 30.7	$ 34.3	$ 39.0	5.0	2.0	45.0	12.0	240	150
	36.2	3.4	39.6					5.0	2.0	46.0	17.0	B	B
	34.5	0.1	34.6		29.1	33.8	38.5	5.0	2.0	48.0	15.0	B	B
	33.4	3.4	36.8		30.4	32.0	33.5	4.9		49.1	4.5	B	
	31.0	0.5	31.5		28.0	31.0	35.0						
				28.0	24.3		31.1	5.0	3.0	45.0	24.0	180	180
NO. IN POS: 188													
$ 214.8 WT'D AVG:	$ 34.3	$ 2.0	$ 36.3	$ 31.3									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9 AND BELOW	$ 48.3	$ 8.2	$ 56.5										
	43.0	7.3	50.3										
	37.3	4.7	42.0					5.0	3.0	47.5	1.0	170	B
	37.1	2.8	39.9					5.0	2.0	46.0	17.0	B	B
				$ 36.9	$ 29.9	$ 33.3	$ 36.9	5.0	2.0	45.0	12.0	240	240
	34.7	3.7	38.4					5.0	3.0	47.5	1.0	170	B
	34.1	0.2	34.3		29.1	33.8	38.5	5.0	2.0	48.0	15.0	B	B
	33.5	2.0	35.5					5.0	2.0	46.0	17.0	B	B
	32.9	0.9	33.8		27.0	33.0	39.0	5.0	3.0	50.0	13.0	150	C
				28.8	23.5		38.7	5.0	3.0	45.0	24.0	180	180
				28.1				5.0	2.0	45.0	17.0	E	D
	28.0	0.0	28.0		24.7		33.8	5.0	1.0	50.0			
	28.0	0.0	28.0		24.7		33.8	5.0	1.0	50.0			
	28.0	0.0	28.0		24.7		33.8	5.0	2.0	50.0			
				27.5	25.2		29.3	5.0	3.0	45.0	24.0	180	180
				27.3	27.3	29.9	32.8	5.0	2.0	45.0	12.0	240	240
				27.0	25.7		27.8	5.0	3.0	45.0	24.0	180	180
				26.0				5.0	2.0	45.0	17.0	E	D
				22.5				5.0	2.0	45.0	17.0	E	D
				21.7	20.5		23.7	5.0	4.0	55.0	27.0	D	D
				21.4	18.7		23.4	5.0	4.0	55.0	24.0	D	D
				18.3	10.5		22.9	5.0	4.0	55.0	24.0	D	D
NO. IN POS: 168													
$ 152.2 WT'D AVG:	$ 37.7	$ 4.2	$ 41.9	$ 25.9									
NO. IN POS: 546													
$ 247.9 POSITION AVG:	$ 38.5	$ 4.0	$ 42.5	$ 27.4									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 48: ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL



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Coeff. Det.	.11	.11
Std. Error	1.20	1.26

	BonCoBase	TC
Slope	.13893	.17185
Y-Int	1.24008	1.19596

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

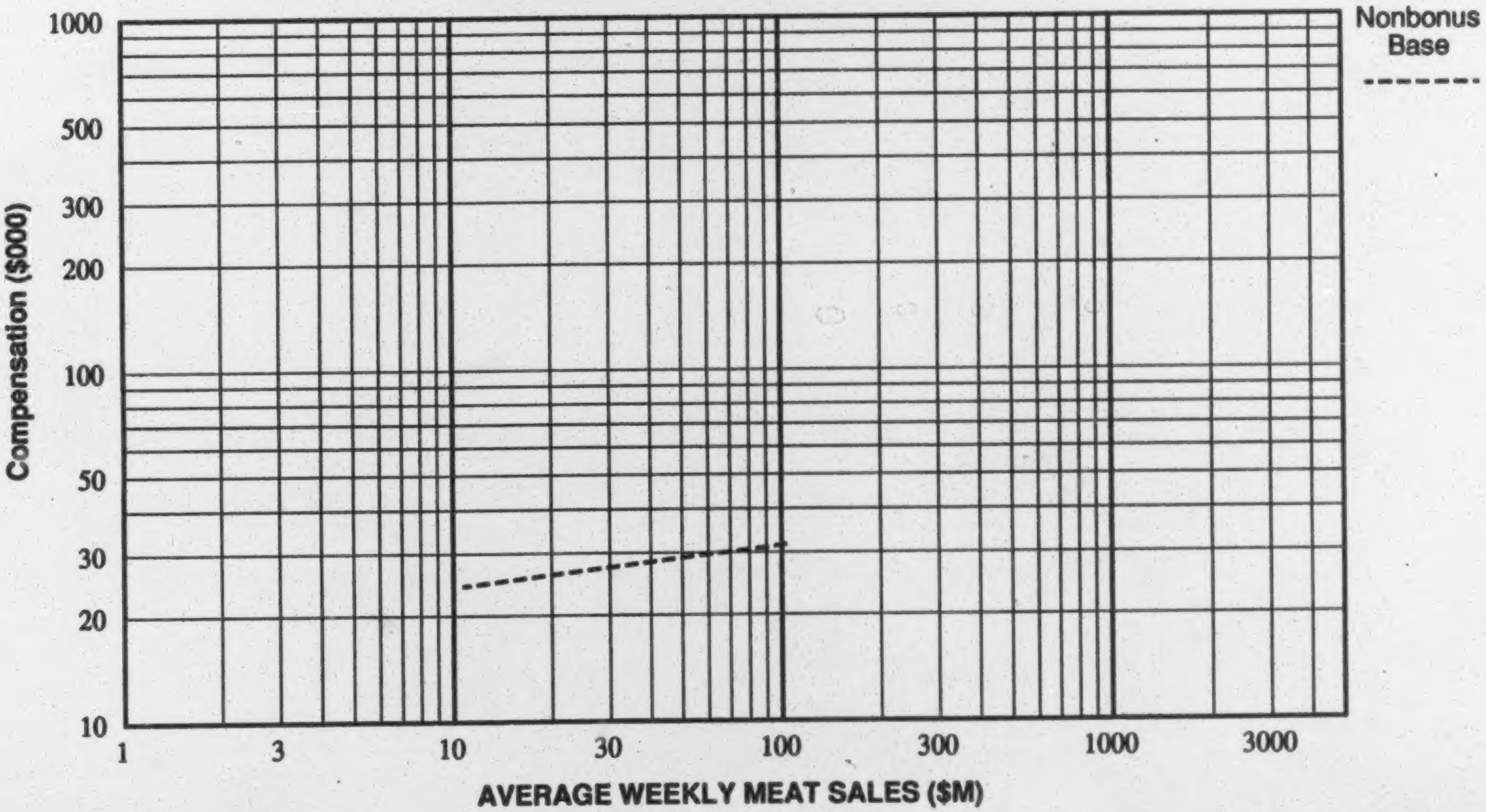
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0	$ 38.7	$ 2.8	$ 41.5		$ 28.6	$ 34.3	$ 39.8	5.0		46.3	19.0	B	
AND ABOVE	35.2	3.6	38.8		28.6	33.3	38.0	5.0		46.0	21.0	B	
	32.9	0.1	33.0		24.9	30.0	35.1	5.0	1.0	42.0	12.0	B	B
				$ 32.7	29.8		32.7	5.0	1.0	44.0	12.0	E	E
				31.8				5.0	1.0	45.0	26.0	E	D
				29.2				5.0	1.0	45.0	26.0	E	D
				29.2				5.0	1.0	40.0	13.0	E	E
				28.8									
				28.6				5.0	1.0	40.0	13.0	E	E
				28.3	26.3		30.5	5.0		45.0	24.0	D	D
				27.7	27.6		28.7	5.0		45.0	24.0	D	D
				27.7									
				26.5									
NO. IN POS: 60													
$ 52.4 WT'D AVG:	$ 34.5	$ 1.4	$ 35.9	$ 29.3									
$34.9	$ 38.0	$ 0.5	$ 38.5		$ 28.0	$ 38.0	$ 45.0						
TO	34.0	1.0	35.0		30.0	34.0	35.0	5.0	3.0	50.0	13.0	A	C
$25.0	33.9	3.2	37.1		27.2	31.7	34.6	5.0		47.6	12.5	B	
	33.0	0.1	33.1		24.9	30.0	35.1	5.0	1.0	42.0	12.0	B	B
				$ 32.7	29.8		32.7	5.0	1.0	44.0	12.0	E	E
				27.9				5.0	1.0	40.0	13.0	E	E
				27.3									
				27.1				5.0	1.0	40.0	26.0	E	D
				25.2	23.6		28.0	5.0		45.0	24.0	D	D
NO. IN POS: 149													
$ 30.9 WT'D AVG:	$ 37.3	$ 0.5	$ 37.8	$ 28.5									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9 AND BELOW				$ 32.7	$ 29.8		$ 32.7	5.0	1.0	44.0	12.0	E	E
	$ 30.4	$ 0.0	$ 30.4		24.9	30.0	35.1	5.0	1.0	42.0	12.0	B	B
				27.5				5.0	1.0	40.0	26.0	E	D
				27.2				5.0	1.0	40.0	13.0	E	E
				25.8									
				24.8	22.2		28.0	5.0		45.0	24.0	D	D
				23.2									
				21.9	18.1		27.1	5.0		45.0	24.0	D	D
				21.3				5.0	1.0	40.0	26.0	E	D
NO. IN POS: 64													
$ 14.6 WT'D AVG:	$ 30.4	$ 0.0	$ 30.4	$ 23.8									
NO SCOPE REPORTED				$ 36.1	$ 31.2	$ 33.8	$ 36.1	5.0		45.0	12.0	E	
				34.5	30.2	32.8	34.8	5.0		45.0	12.0	E	
				33.9	31.2	33.8	36.1	5.0		45.0	12.0	E	
				33.0	29.6	31.5	33.8	5.0		45.0	12.0	E	
				29.1	28.3	29.9	31.5	5.0		45.0	12.0	E	
NO. IN POS: 13													
WT'D AVG:				$ 34.3									
NO. IN POS: 286													
$ 31.8 POSITION AVG:	$ 36.9	$ 0.6	$ 37.5	$ 27.1									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 49: MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL



	Nonbonus
Coeff. Det.	.37
Std. Error	1.10

	Nonbonus
Slope	.11846
Y-Int	1.26192

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #2 - N. E. CENTRAL

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0 AND ABOVE	$ 33.8	$ 0.1	$ 33.9		$ 24.9	$ 30.0	$ 35.1	5.0	5.0	45.0		B	B
	32.1	2.9	35.0		28.9	30.7	33.9	4.6		45.8	22.0	B	
	31.5	2.1	33.6		27.6	30.9	34.1	4.6		44.7	27.3	B	
	29.0	2.8	31.8		25.7	29.9	33.9	4.5		44.8	27.0	B	
				$ 26.0				5.0	1.0	40.0	13.0	E	E
				25.8				5.0	1.0	40.0	13.0	E	E
NO. IN POS: 30													
$ 232.1 WT'D AVG:	$ 32.0	$ 1.5	$ 33.5	$ 25.8									
$149.9 AND BELOW	$ 37.0	$ 1.0	$ 38.0		$ 34.0	$ 37.0	$ 42.0	5.0	3.0	50.0	13.0	150	C
	30.6	0.1	30.7		24.9	30.0	35.1	5.0	5.0	45.0		B	B
	30.2	0.0	30.2		24.9	30.0	35.1	5.0	5.0	45.0		B	B
				$ 29.9	27.2		29.9	5.0	2.0	42.0	12.0	E	E
				29.9	27.2		29.9	5.0	2.0	42.0	12.0	E	E
				29.9	27.2		29.9	5.0	2.0	42.0	12.0	E	E
	28.3	3.2	31.5		22.5	26.0	28.3	4.9		49.2	4.0	B	
				25.6				5.0	1.0	40.0	13.0	E	E
				25.3				5.0	1.0	40.0	13.0	E	E
	25.0	0.0	25.0		24.9	30.0	35.1	5.0	5.0	45.0		B	B
NO. IN POS: 40													
$ 116.1 WT'D AVG:	$ 32.7	$ 0.5	$ 33.2	$ 27.9									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #2 - N. E. CENTRAL

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 32.9	$ 28.1	$ 30.4	$ 33.5	5.0	2.0	45.0	12.0	240	240
				32.4	28.1	30.4	33.5	5.0	2.0	45.0	12.0	240	240
				30.2	26.0	29.1	32.2	5.0	2.0	45.0	14.0	240	240
				29.5	23.9	26.5	29.9	5.0	2.0	45.0	12.0	240	240
				22.2	23.9	26.5	29.9	5.0	2.0	45.0	12.0	240	240
NO. IN POS: 13 WT'D AVG:				$ 30.2									
NO. IN POS: 83 $ 165.8 POSITION AVG:	$ 32.4	$ 0.9	$ 33.3	$ 27.8									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #2 - N. E. CENTRAL

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$15.0				$ 26.0				5.0	1.0	40.0	26.0	E	E
AND ABOVE				25.9				5.0	1.0	40.0	26.0	E	E
	$ 25.7	$ 0.1	$ 25.8		$ 20.8	$ 25.5	$ 30.2	5.0	2.0	42.0	15.0	B	B
				25.6				5.0	1.0	40.0	26.0	E	E
	23.1	1.0	24.1		23.4	28.3	31.5	4.5		45.4	24.0	B	
				21.0				5.0	1.0	45.0	17.0	E	D
				20.4	16.0		22.8	5.0		40.0	12.0	D	D
				20.0	17.0	19.0	20.0	5.0	2.0	40.0	13.0	A	C
NO. IN POS: 39													
$ 22.9 WT'D AVG:	$ 24.4	$ 0.6	$ 25.0	$ 23.2									
$14.9	$ 29.3	$ 2.6	$ 31.9		$ 22.6	$ 27.8	$ 33.3	5.0		47.3	13.8	B	
AND BELOW	26.1	0.2	26.3		20.8	25.5	30.2	5.0	2.0	42.0	15.0	B	B
				$ 25.5				5.0	1.0	40.0	26.0	E	E
	23.3	0.0	23.3		20.7		23.3	5.0	1.0	40.0		E	E
				17.9				5.0	1.0	40.0	17.0	E	D
				16.4	11.4		23.3	5.0		40.0	12.0	E	E
NO. IN POS: 72													
$ 9.3 WT'D AVG:	$ 26.1	$ 0.6	$ 26.7	$ 18.1									
NO SCOPE REPORTED				$ 30.2	$ 23.9	$ 26.8	$ 29.9	5.0	1.0	40.0	12.0	E	E
				28.3	25.0	28.3	32.5	5.0	1.0	40.0	12.0	E	E
				21.5				5.0	1.0	40.0	12.0	E	E
NO. IN POS: 13													
WT'D AVG:				$ 23.4									
NO. IN POS: 124													
$ 14.1 POSITION AVG:	$ 25.8	$ 0.6	$ 26.4	$ 20.9									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)
REGION #2 - N. E. CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$915.0	DIV. V.P./MGR.	$ 80.6	$ 6.9	$ 87.5		$ 68.4	$ 85.5	$102.6
AND BELOW	SENIOR V.P.	73.0	6.0	79.0				
		50.0	5.0	55.0		43.0	50.0	55.0
	DIV. V.P./MGR.				$ 43.4			
	ASST. V.P./DIR	42.0	0.0	42.0		32.1	37.6	43.4
	MANAGER	33.8	0.0	33.8		27.3	32.5	37.7
	VICE PRESIDENT				32.5	29.9	31.2	32.5
	GROUP EXEC.				32.0			
	NO IN POSITION: 11							
$ 508.9	WEIGHTED GROUP AVG:	$ 65.2	$ 4.8	$ 70.0	$ 36.0			

	NO IN POSITION: 11				
$ 508.9	POSITION AVERAGE:	$ 65.2	$ 4.8	$ 70.0	$ 36.0

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #2 - N. E. CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$415.0 AND BELOW	VICE PRESIDENT				$ 68.3	$ 53.6	$ 69.4	$ 85.3
	VICE PRESIDENT	$ 65.5	$ 12.8	$ 78.3		48.5	60.0	71.4
	EXEC. V.P.	55.0	5.0	60.0				
	DIV. V.P./MGR.				36.9	30.2		54.2
	GROUP EXEC.	28.6	1.8	30.4		24.2		34.7
					19.7			
	NO IN POSITION: 32							
$ 144.0	WEIGHTED GROUP AVG:	$ 47.8	$ 7.1	$ 54.9	$ 40.6			
	NO IN POSITION: 32							
$ 144.0	POSITION AVERAGE:	$ 47.8	$ 7.1	$ 54.9	$ 40.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD
REGION #2 - N. E. CENTRAL

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0 AND BELOW	VICE PRESIDENT	$ 75.0	$ 19.0	$ 94.0		$ 49.4	$ 54.6	$ 59.8
	SENIOR V.P.	62.4	0.0	62.4				
	C.O.O.				$ 57.0			
	GROUP EXEC.	56.8	4.0	60.8				
	CEO/PRESIDENT	53.1	7.9	61.0				
		49.4	2.0	51.4				
	NO IN POSITION:	6						
$ 3.9	WEIGHTED GROUP AVG:	$ 59.3	$ 6.6	$ 65.9	$ 57.0			
NO SCOPE REPORTED					$ 52.0	$ 45.0	$ 48.0	$ 52.0
	NO IN POSITION:	7						
$ 3.9	POSITION AVERAGE:	$ 59.3	$ 6.6	$ 65.9	$ 54.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

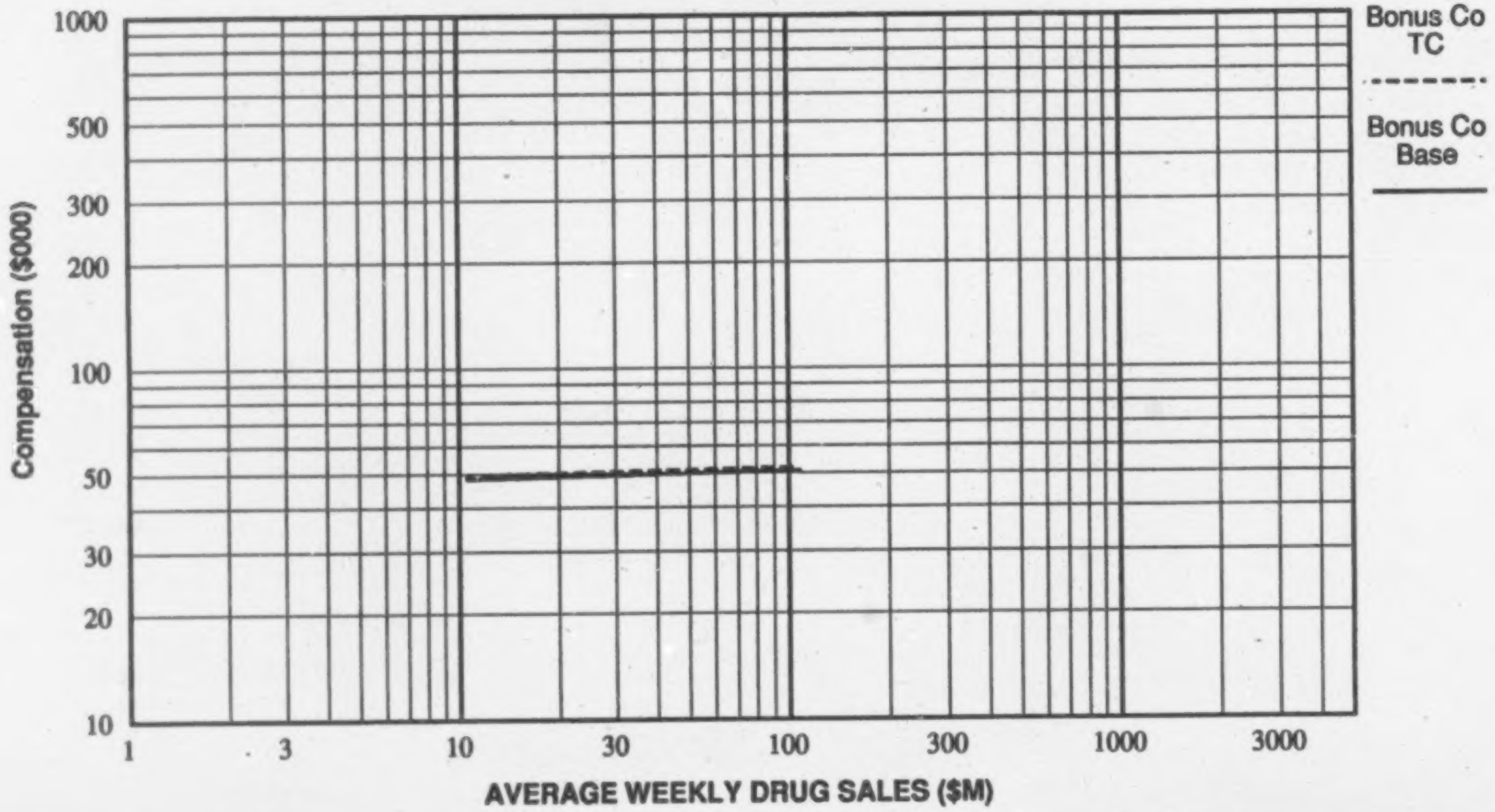
REGION #2 - N. E. CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$25.0 AND ABOVE	MANAGER	$ 51.7	$ 0.9	$ 52.6				
	MANAGER	51.1	2.4	53.5				
	MANAGER	50.2	1.4	51.6				
	MANAGER	49.8	0.4	50.2		$ 45.7	$ 48.6	$ 51.5
	MANAGER	49.6	1.4	51.0				
	MANAGER	48.7	0.2	48.9		45.7	48.6	51.5
	MANAGER	47.3	1.4	48.7		46.3		47.3
	NO IN POSITION: 37							
$ 56.3	WEIGHTED GROUP AVG:	$ 49.4	$ 1.3	$ 50.7				
$24.9 AND BELOW	MANAGER				$ 51.0	$ 36.0	$ 51.0	$ 58.0
	VICE PRESIDENT	$ 51.0	$ 0.0	$ 51.0				
					50.0	46.0	50.0	52.0
	MANAGER	49.6	3.0	52.6				
	MANAGER	48.0	3.0	51.0				
	MANAGER	47.8	0.3	48.1		45.7	48.6	51.5
	MANAGER	47.1	0.0	47.1		45.7	48.6	51.5
	NO IN POSITION: 24							
$ 11.7	WEIGHTED GROUP AVG:	$ 48.4	$ 1.6	$ 50.0	$ 50.6			
	NO IN POSITION: 61							
$ 38.8	POSITION AVERAGE:	$ 49.2	$ 1.3	$ 50.5	$ 50.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 55: PHARMACY MANAGER
REGION #2 - N. E. CENTRAL



	BonCoBase	TC
Coeff. Det.	.22	.16
Std. Error	1.03	1.04

	BonCoBase	TC
Slope	.02059	.02168
Y-Int	1.66291	1.67165

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

REGION #2 - N. E. CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0	MANAGER	$ 48.0	$ 0.5	$ 48.5				
AND ABOVE	MANAGER	48.0	1.0	49.0				
	MANAGER	47.9	0.8	48.7				
	MANAGER	47.5	0.7	48.2				
	MANAGER				$ 43.1	$ 38.4	$ 41.8	$ 46.2
	NO IN POSITION: 22							
$ 71.6	WEIGHTED GROUP AVG:	$ 48.0	$ 0.6	$ 48.6	$ 43.1			
$24.9					$ 50.0	$ 46.0	$ 50.0	$ 52.0
AND BELOW	MANAGER	$ 48.0	$ 3.0	$ 51.0				
	MANAGER	48.0	3.0	51.0				
	MANAGER	47.0	0.0	47.0				
	MANAGER				46.0	42.0	46.0	52.0
	MANAGER				43.0	38.4	41.8	46.2
	NO IN POSITION: 48							
$ 11.7	WEIGHTED GROUP AVG:	$ 47.8	$ 2.5	$ 50.3	$ 45.2			
NO SCOPE REPORTED	MANAGER				$ 41.9	$ 38.5		$ 45.5
	NO IN POSITION: 116							
$ 30.5	POSITION AVERAGE:	$ 47.9	$ 1.1	$ 49.0	$ 43.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$360.0 AND BELOW	DIV. V.P./MGR.	$ 76.1	$ 5.6	$ 81.7		$ 57.4	$ 73.2	$ 89.8
					$ 68.3			
		56.0	0.0	56.0				
	EXEC. V.P.	51.1	3.9	55.0				
	VICE PRESIDENT	46.9	8.3	55.2		34.8	41.4	48.0
		41.8	2.7	44.5		29.6	37.1	44.6
	GROUP EXEC.				40.0			
	MANAGER				34.8	30.9	38.6	46.3
	VICE PRESIDENT	34.1	2.8	36.9		33.1	42.0	51.0
	NO IN POSITION: 61							
$ 118.8	WEIGHTED GROUP AVG:	$ 50.6	$ 4.7	$ 55.3	$ 35.8			
NO SCOPE REPORTED	C.O.O.	$ 44.5	$ 0.0	$ 44.5				
	ASST. V.P./DIR	42.3	0.0	42.3				
	ASST. V.P./DIR				$ 41.1	$ 32.8	$ 40.9	$ 48.9
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 43.4	$ 0.0	$ 43.4	$ 41.1			
	NO IN POSITION: 68							
$ 118.8	POSITION AVERAGE:	$ 50.0	$ 4.3	$ 54.3	$ 36.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$120.0 AND BELOW	DIV. V.P./MGR.	$ 64.1	$ 4.7	$ 68.8	$ 54.7	$ 57.4	$ 73.2	$ 89.8
	ASST. V.P./DIR	46.4	9.1	55.5		37.0	44.1	51.2
	GROUP EXEC.	42.1	2.7	44.8	46.3	29.6	37.1	44.6
	EXEC. V.P.	40.0	5.0	45.0				
	MANAGER	38.3	1.7	40.0		33.1	42.0	51.0
	MANAGER				36.2	30.9	38.6	46.3
	NO IN POSITION: 51							
$ 43.2	WEIGHTED GROUP AVG:	$ 47.9	$ 4.8	$ 52.7	$ 37.2			
NO SCOPE REPORTED	C.O.O.	$ 48.7	$ 0.0	$ 48.7				
	ASST. V.P./DIR				$ 35.7	$ 32.8	$ 40.9	$ 48.9
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 48.7	$ 0.0	$ 48.7	$ 35.7			
	NO IN POSITION: 55							
$ 43.2	POSITION AVERAGE:	$ 48.0	$ 4.2	$ 52.2	$ 37.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$55.0 AND BELOW	DIV. V.P./MGR.	$ 60.8	$ 4.4	$ 65.2		$ 49.9	$ 63.6	$ 78.0
					$ 53.5			
	VICE PRESIDENT	48.4	9.0	57.4		37.0	44.1	51.2
		43.2	2.8	46.0		29.6	37.1	44.6
	EXEC. V.P.	40.0	5.0	45.0				
	GROUP EXEC.				38.1			
	MANAGER				35.6	30.9	38.6	46.3
	MANAGER	32.8	1.5	34.3		33.1	42.0	51.0
	NO IN POSITION: 51							
$ 18.4	WEIGHTED GROUP AVG:	$ 47.1	$ 5.0	$ 52.1	$ 36.3			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 46.8	$ 0.0	$ 46.8				
	ASST. V.P./DIR				$ 39.8	$ 32.8	$ 40.9	$ 48.9
	C.O.O.	39.0	0.0	39.0				
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 42.9	$ 0.0	$ 42.9	$ 39.8			
	NO IN POSITION: 58							
$ 18.4	POSITION AVERAGE:	$ 46.4	$ 4.3	$ 50.7	$ 36.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND BELOW	DIV. V.P./MGR.	$ 77.2	$ 2.7	$ 79.9		$ 57.4	$ 73.2	$ 89.8
	DIV. V.P./MGR.	65.3	5.3	70.6		49.9	63.6	78.0
	DIV. V.P./MGR.	44.0	3.0	47.0		43.4	55.3	67.8
	VICE PRESIDENT	43.9	7.5	51.4		34.8	41.4	48.0
		42.9	0.0	42.9				
		41.0	2.7	43.7		29.6	37.1	44.6
	MANAGER	34.2	3.2	37.4		33.1	42.0	51.0
	GROUP EXEC.				$ 33.8	31.2	35.1	39.0
	EXEC. V.P.	33.2	2.8	36.0				
	MANAGER				32.7	30.9	38.6	46.3
	NO IN POSITION: 31							
$ 36.6	WEIGHTED GROUP AVG:	$ 48.1	$ 4.8	$ 52.9	$ 32.8			
NO SCOPE REPORTED	C.O.O.	$ 37.7	$ 0.0	$ 37.7				
	ASST. V.P./DIR	28.8	0.0	28.8				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 34.7	$ 0.0	$ 34.7				
	NO IN POSITION: 34							
$ 36.6	POSITION AVERAGE:	$ 46.2	$ 4.1	$ 50.3	$ 32.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$20.0 AND BELOW	EXEC. V.P.	$ 52.0	$ 4.0	$ 56.0				
	GROUP EXEC.				$ 41.6			
	GROUP EXEC.				40.0			
		35.5	2.3	37.8		$ 29.6	$ 37.1	$ 44.6
	MANAGER	34.9	2.4	37.3		33.1	42.0	51.0
	NO IN POSITION: 9							
$ 9.7	WEIGHTED GROUP AVG:	$ 37.6	$ 2.6	$ 40.2	$ 40.8			
NO SCOPE REPORTED	C.O.O.	$ 47.1	$ 0.0	$ 47.1				
	ASST. V.P./DIR				$ 41.2	$ 35.9	$ 44.8	$ 53.7
	MANAGER				33.0	30.9	38.6	46.3
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 47.1	$ 0.0	$ 47.1	$ 38.5			
	NO IN POSITION: 14							
$ 9.7	POSITION AVERAGE:	$ 39.7	$ 2.0	$ 41.7	$ 39.4			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER
REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$30.0 AND BELOW	DIV. V.P./MGR.	$ 53.9	$ 3.5	$ 57.4		$ 43.4	$ 55.3	$ 67.8
					$ 53.4			
		48.0	0.0	48.0				
	GROUP EXEC.				41.6			
	EXEC. V.P.	40.0	4.0	44.0				
	VICE PRESIDENT	37.6	6.2	43.8		34.8	41.4	48.0
	NO IN POSITION: 15							
$ 13.7	WEIGHTED GROUP AVG:	$ 44.9	$ 4.5	$ 49.4	$ 47.5			
	NO IN POSITION: 15							
$ 13.7	POSITION AVERAGE:	$ 44.9	$ 4.5	$ 49.4	$ 47.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$30.0 AND BELOW	EXEC. V.P.	$ 52.0	$ 3.0	$ 55.0				
	GROUP EXEC.				$ 48.0			
	MANAGER	46.8	13.0	59.8		$ 36.0	$ 45.9	$ 55.7
	ASST. V.P./DIR	36.1	4.6	40.7		30.7	36.5	42.3
	GROUP EXEC.				36.0	35.0	38.0	40.0
	GROUP EXEC.				35.0			
		31.3	2.0	33.3		29.6	37.1	44.6
	NO IN POSITION: 14							
$ 11.7	WEIGHTED GROUP AVG:	$ 37.2	$ 4.5	$ 41.7	$ 39.7			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 55.0	$ 4.1	$ 59.1		$ 49.9	$ 63.6	$ 78.0
	C.O.O.	42.7	0.0	42.7				
	ASST. V.P./DIR				$ 38.3	38.9	48.7	58.4
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 51.5	$ 2.9	$ 54.4	$ 38.3			
	NO IN POSITION: 23							
$ 11.7	POSITION AVERAGE:	$ 42.8	$ 3.9	$ 46.7	$ 39.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$305.0 AND BELOW					$ 50.1			
	MANAGER				48.9			
		$ 42.9	$ 0.0	$ 42.9				
					42.9			
	MANAGER				42.8	$ 37.8	$ 48.1	$ 59.0
		40.9	2.7	43.6		29.6	37.1	44.6
	MANAGER				26.5	27.9	35.5	43.1
	NO IN POSITION: 22							
$ 122.6	WEIGHTED GROUP AVG:	$ 41.8	$ 1.5	$ 43.3	$ 40.1			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.8	$ 0.0	$ 51.8				
	SENIOR V.P.	49.7	0.0	49.7				
	ASST. V.P./DIR				$ 40.9	$ 33.7	$ 42.5	$ 50.4
	MANAGER				33.8	31.8	41.4	50.9
	DIV. V.P./MGR.				31.9			
	NO IN POSITION: 57							
	WEIGHTED GROUP AVG:	$ 50.8	$ 0.0	$ 50.8	$ 33.4			
	NO IN POSITION: 79							
$ 122.6	POSITION AVERAGE:	$ 45.9	$ 0.8	$ 46.7	$ 34.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$65.0		$ 51.7	$ 0.0	$ 51.7				
AND BELOW		47.9	3.1	51.0		$ 33.1	$ 40.1	$ 48.3
					$ 40.9			
	MANAGER	36.3	2.9	39.2		33.1	42.0	51.0
	NO IN POSITION: 7							
$ 51.5	WEIGHTED GROUP AVG:	$ 44.0	$ 2.4	$ 46.4	$ 40.9			
NO SCOPE REPORTED	SENIOR V.P.	$ 60.1	$ 0.0	$ 60.1				
	ASST. V.P./DIR	56.4	0.0	56.4				
	GROUP EXEC.				$ 49.2			
	ASST. V.P./DIR				44.7	$ 36.7	$ 45.9	$ 55.1
	DIV. V.P./MGR.				39.5			
	MANAGER				34.1	31.8	38.2	44.5
	NO IN POSITION: 25							
	WEIGHTED GROUP AVG:	$ 58.3	$ 0.0	$ 58.3	$ 37.3			
	NO IN POSITION: 32							
$ 51.5	POSITION AVERAGE:	$ 48.1	$ 1.7	$ 49.8	$ 37.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$115.0	VICE PRESIDENT	$ 57.4	$ 0.7	$ 58.1				
AND BELOW	MANAGER				$ 45.7	$ 37.8	$ 48.1	$ 59.0
					40.0			
		35.4	2.3	37.7		29.6	37.1	44.6
	MANAGER	33.7	3.0	36.7		27.9	35.5	43.1
	NO IN POSITION: 12							
$ 25.9	WEIGHTED GROUP AVG:	$ 47.2	$ 1.6	$ 48.8	$ 41.9			
NO SCOPE	SENIOR V.P.	$ 60.1	$ 0.0	$ 60.1				
REPORTED	ASST. V.P./DIR				$ 47.4	$ 36.6	$ 45.8	$ 55.0
	VICE PRESIDENT				46.5			
	ASST. V.P./DIR	46.5	0.0	46.5				
	ASST. V.P./DIR				44.0	37.8	47.3	56.8
	DIV. V.P./MGR.				37.1			
	MANAGER				33.7	27.9	39.4	50.9
	NO IN POSITION: 39							
	WEIGHTED GROUP AVG:	$ 51.0	$ 0.0	$ 51.0	$ 39.9			
	NO IN POSITION: 51							
$ 25.9	POSITION AVERAGE:	$ 48.2	$ 1.2	$ 49.4	$ 40.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$35.0 AND BELOW					$ 40.0			
	NO IN POSITION: 1							
$ 35.0	WEIGHTED GROUP AVG:				$ 40.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 45.6	$ 0.0	$ 45.6				
	ASST. V.P./DIR				$ 44.2	$ 36.7	$ 45.9	$ 55.1
	DIV. V.P./MGR.				40.5			
		30.4	0.0	30.4				
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 38.0	$ 0.0	$ 38.0	$ 42.3			
	NO IN POSITION: 5							
$ 35.0	POSITION AVERAGE:	$ 38.0	$ 0.0	$ 38.0	$ 41.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - DAIRY BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW					$ 48.1			
	NO IN POSITION: 1							
$ 50.0	WEIGHTED GROUP AVG:				$ 48.1			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 50.4	$ 0.0	$ 50.4				
	DIV. V.P./MGR.				$ 34.3			
	ASST. V.P./DIR				33.8	$ 32.8	$ 40.9	$ 48.9
		28.1	0.0	28.1				
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 39.3	$ 0.0	$ 39.3	$ 34.1			
	NO IN POSITION: 5							
$ 50.0	POSITION AVERAGE:	$ 39.3	$ 0.0	$ 39.3	$ 38.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$70.0					$ 49.4			
AND BELOW	MANAGER				37.5	$ 34.9	$ 41.8	$ 51.3
		$ 36.1	$ 0.0	$ 36.1				
	MANAGER				25.7	27.9	35.5	43.1
	NO IN POSITION: 9							
$ 48.3	WEIGHTED GROUP AVG:	$ 36.1	$ 0.0	$ 36.1	$ 39.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 49.5	$ 0.0	$ 49.5				
	SENIOR V.P.				$ 48.6			
	DIV. V.P./MGR.				40.5			
	SENIOR V.P.	37.7	0.0	37.7				
	ASST. V.P./DIR				35.6	$ 30.7	$ 38.2	$ 45.7
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 45.6	$ 0.0	$ 45.6	$ 40.4			
	NO IN POSITION: 24							
$ 48.3	POSITION AVERAGE:	$ 43.2	$ 0.0	$ 43.2	$ 39.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$20.0 AND BELOW	MANAGER	$ 41.1	$ 0.0	$ 41.1	$ 40.0 24.2	$ 27.9	$ 35.5	$ 43.1
	NO IN POSITION: 3							
$ 10.1	WEIGHTED GROUP AVG:	$ 41.1	$ 0.0	$ 41.1	$ 32.1			
NO SCOPE REPORTED	ASST. V.P./DIR DIV. V.P./MGR.				$ 43.5 31.2	$ 36.7	$ 45.9	$ 55.1
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:				$ 37.3			
	NO IN POSITION: 5							
$ 10.1	POSITION AVERAGE:	$ 41.1	$ 0.0	$ 41.1	$ 34.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - BAKERY BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$5.0 AND BELOW					$ 40.0			
	NO IN POSITION: 1							
$ 4.0	WEIGHTED GROUP AVG:				$ 40.0			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 43.5	$ 36.7	$ 45.9	$ 55.1
	DIV. V.P./MGR.				32.4			
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:				$ 35.2			
	NO IN POSITION: 5							
$ 4.0	POSITION AVERAGE:				$ 36.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER
REGION #3 - WEST CENTRAL

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$725.0 AND BELOW	REG. V.P./MGR.	$126.0	$ 9.5	$135.5				
	C.O.O.				$ 92.0	$ 88.1	$110.0	$132.0
	EXEC. V.P.	63.9	6.1	70.0				
		58.8	0.0	58.8				
	NO IN POSITION: 12							
$ 347.9	WEIGHTED GROUP AVG:	$ 97.8	$ 7.3	$105.1	$ 92.0			
NO SCOPE REPORTED	BOARD OF DIR.	$190.0	$ 0.0	$190.0				
	C.O.O.	140.5	40.3	180.8				
		71.2	4.6	75.8		$ 53.6	$ 67.8	$ 82.0
	EXEC. V.P.	69.4	0.0	69.4				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 90.4	$ 8.4	$ 98.8				
	NO IN POSITION: 25							
$ 347.9	POSITION AVERAGE:	$ 93.5	$ 7.9	$101.4	$ 92.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

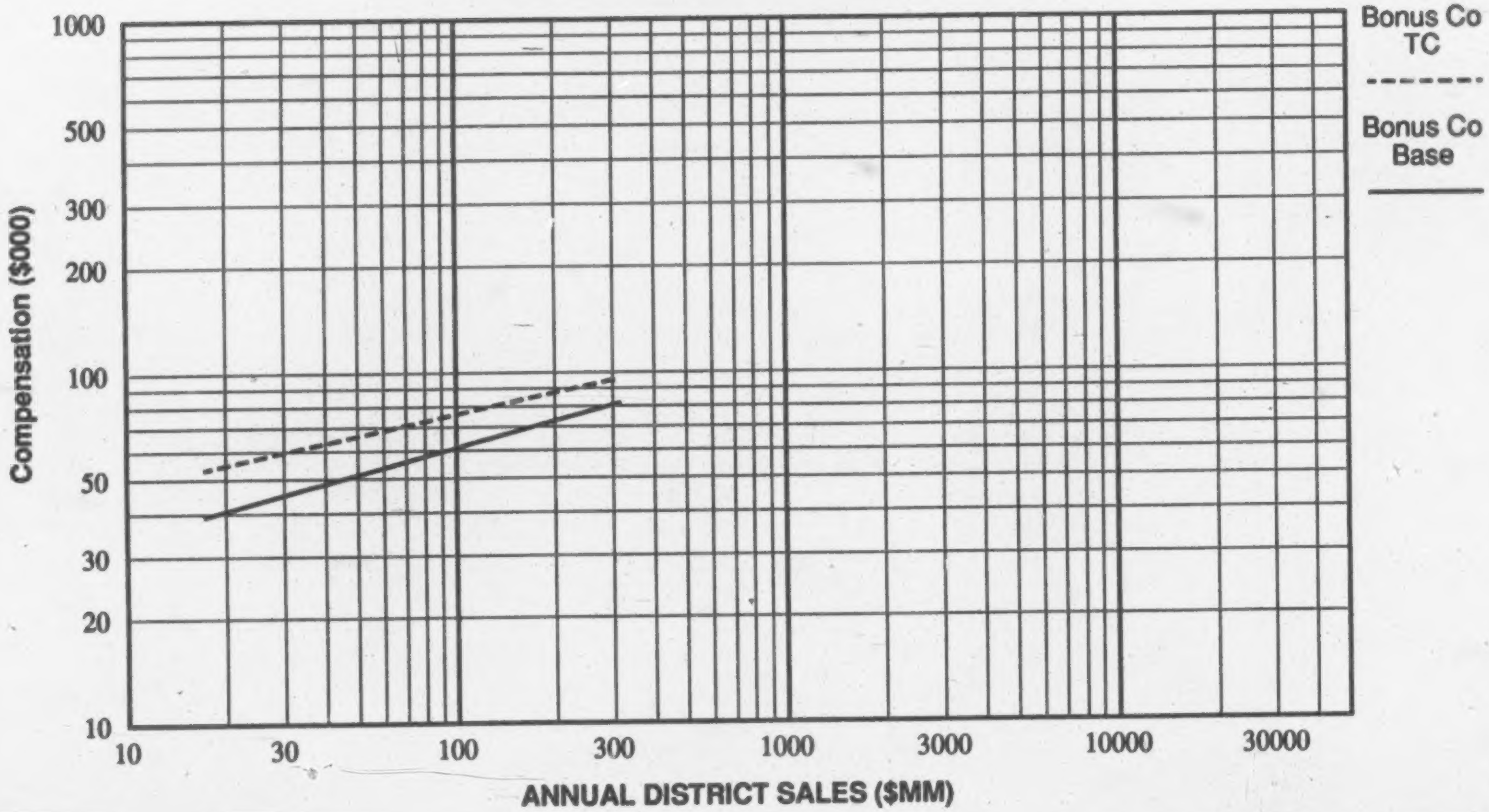
SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$315.0 AND BELOW	DIV. V.P./MGR.	$ 79.5	$ 20.3	$ 99.8		$ 60.9	$ 72.9	$ 84.9
	DIV. V.P./MGR.	78.1	5.0	83.1		57.4	73.2	89.8
	DIV. V.P./MGR.	76.4	4.5	80.9		57.4	73.2	89.8
	C.O.O.	76.3	26.8	103.1				
	DIV. V.P./MGR.	74.2	17.8	92.0		60.9	72.9	84.9
	DIV. V.P./MGR.	71.6	16.8	88.4		60.9	72.9	84.9
					$ 71.0			
	DIV. V.P./MGR.	57.0	10.0	67.0		41.9	52.4	62.9
	VICE PRESIDENT	56.6	25.3	81.9		50.8	64.7	78.6
	DIV. V.P./MGR.				52.0	60.4	74.0	87.6
	DIV. V.P./MGR.	51.0	10.0	61.0		41.9	52.4	62.9
	DIV. V.P./MGR.				50.0	60.4	74.0	87.6
	DIV. V.P./MGR.				49.0	60.4	74.0	87.6
	DIV. V.P./MGR.	47.7	10.0	57.7		41.9	52.4	62.9
	DIV. V.P./MGR.	41.9	10.0	51.9		41.9	52.4	62.9
	GROUP EXEC.	38.4	21.6	60.0		31.2	35.1	39.0
	GROUP EXEC.	36.4	13.6	50.0		31.2	35.1	39.0
	NO IN POSITION:	56						
$ 165.7	WEIGHTED GROUP AVG:	$ 67.2	$ 14.6	$ 81.8	$ 57.2			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 68.5	$ 0.0	$ 68.5				
	EXEC. V.P.	55.0	15.0	70.0				
	VICE PRESIDENT	44.8	0.0	44.8				
	NO IN POSITION: 39							
	WEIGHTED GROUP AVG:	$ 49.4	$ 2.3	$ 51.7				
	NO IN POSITION: 95							
$ 165.7	POSITION AVERAGE:	$ 59.4	$ 9.2	$ 68.6	$ 57.2			

POSITION 46: DISTRICT MANAGER
REGION #3 - WEST CENTRAL



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Coeff. Det.	.78	.68
Std. Error	1.15	1.16

	BonCoBase	TC
Slope	.25351	.20410
Y-Int	1.27898	1.47233

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$400.0 AND ABOVE	$ 64.8	$ 15.4	$ 80.2		$ 62.4		$ 70.2	5.0		50.0	12.0	B	B
	62.4	12.3	74.7					5.0		50.0	12.0	B	B
	59.0	5.0	64.0					5.0		45.0	5.0	B	B
	57.5	12.5	70.0		50.0	62.0	65.0	5.0	1.0	44.0	26.0	B	B
	55.1	12.6	67.7		48.0	59.5	72.0	5.5	1.2	52.5	12.0	A	A
	54.0	12.4	66.4		44.6	55.8	67.0	5.5	1.2	52.5	12.0	A	A
	48.1	0.0	48.1		44.2	48.1	52.0	5.1		50.0		B	A
	44.4	7.5	51.9		27.1	33.8	40.6						
				$ 42.0	38.0	42.0	48.0		2.0	48.0	12.0	B	A
				41.7	37.5	41.3	45.0	5.5	2.0	48.0	12.0	B	A
	41.6	7.1	48.7		27.1	33.8	40.6						
NO. IN POS: 109													
$ 531.3 WT'D AVG:	$ 57.3	$ 12.6	$ 69.9	$ 41.8									
$399.9 TO $300.0	$ 62.4	$ 9.9	$ 72.3					5.0		50.0	12.0	B	B
	58.3	2.7	61.0					5.0		45.0	5.0	B	B
	58.0	22.3	80.3					5.5		48.0			
	58.0	9.0	67.0		$ 50.0	$ 62.0	$ 65.0	5.0	1.0	44.0	26.0	B	B
	52.0	0.0	52.0		44.2	48.1	52.0	5.1		50.0		B	A
	47.9	11.1	59.0					6.0	3.0	48.0	26.0	B	B
	47.7	10.9	58.6		40.0	50.0	60.0	5.5	1.2	52.5	12.0	A	A
	45.7	6.0	51.7					5.5	3.0	55.0	4.0	130	0
	44.4	0.0	44.4		38.0	42.3	44.5	5.5					
	42.9	7.3	50.2		27.1	33.8	40.6						
				$ 38.6	37.0	39.3	41.5	5.5	2.0	48.0	12.0	B	A
NO. IN POS: 219													
$ 328.8 WT'D AVG:	$ 56.0	$ 18.7	$ 74.7	$ 38.6									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 62.5	$ 6.2	$ 68.7					5.0		45.0	5.0	B	B
TO	60.0	2.5	62.5					5.0		50.0	12.0	B	B
$250.0	53.3	22.4	75.7					5.5		48.0			
	50.6	11.6	62.2		$ 40.0	$ 50.0	$ 60.0	5.5	1.2	52.5	12.0	A	A
	48.8	15.2	64.0		40.0	47.0	55.0	5.0	1.0	44.0	26.0	B	B
	48.1	0.0	48.1		44.2	48.1	50.0	5.1		50.0		B	A
	47.9	11.1	59.0					6.0	3.0	48.0	26.0	B	B
	44.4	0.0	44.4		38.0	42.3	44.5	5.5					
	42.9	7.3	50.2		27.1	33.8	40.6						
				$ 38.8	33.5	36.3	39.0	5.5	2.0	48.0	12.0	B	A
NO. IN POS: 96													
$ 275.5 WT'D AVG:	$ 52.6	$ 19.1	$ 71.7	$ 38.8									
$249.9	$ 64.3	$ 2.2	$ 66.5					5.0		45.0	5.0	B	B
TO	55.4	14.9	70.3					5.5		48.0			
$200.0	52.0	4.3	56.3					5.0		50.0	12.0	B	B
	52.0	0.0	52.0		$ 44.2	$ 48.1	$ 50.0	5.1		50.0		B	A
	47.9	11.1	59.0					6.0	3.0	48.0	26.0	B	B
	45.7	6.0	51.7					5.5	3.0	55.0	4.0	130	
	44.4	0.0	44.4		38.0	42.3	44.5	5.5					
	44.3	16.7	61.0		40.0	47.0	55.0	5.0	1.0	44.0	26.0	B	B
	42.8	9.8	52.6		40.0	50.0	60.0	5.5	1.2	52.5	12.0	A	A
	38.7	6.6	45.3		27.1	33.8	40.6						
				$ 37.2	30.0	34.0	38.0	5.5	2.0	48.0	12.0	B	A
NO. IN POS: 72													
$ 220.6 WT'D AVG:	$ 47.3	$ 8.7	$ 56.0	$ 37.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9 TO $150.0	$ 60.8	$ 2.5	$ 63.3					5.0		45.0	5.0	B	B
	48.9	0.0	48.9		$ 44.2	$ 48.1	$ 50.0	5.1		50.0		B	A
	46.3	11.1	57.4					6.0	3.0	48.0	26.0	B	B
	46.0	12.0	58.0		40.0	47.0	55.0	5.0	1.0	44.0	26.0	B	B
	42.9	3.1	46.0					5.5	3.0	55.0	4.0	130	
	42.8	0.0	42.8		38.0	42.3	44.5	5.5					
	42.8	9.8	52.6		33.6	42.0	50.4	5.5	1.2	52.5	12.0	A	A
	37.4	17.6	55.0		31.2	35.1	39.0	6.0		48.0	26.0	B	100
				$ 36.8	30.0	34.0	38.0	5.5	2.0	48.0	12.0	B	A
	34.4	5.9	40.3		27.1	33.8	40.6						
NO. IN POS: 95													
$ 172.1 WT'D AVG:	$ 44.3	$ 7.5	$ 51.8	$ 36.8									
$149.9 TO $100.0	$ 44.5	$ 11.1	$ 55.6					6.0	3.0	48.0	26.0	B	B
	44.2	0.0	44.2		$ 44.2	$ 48.1	$ 50.0	5.1		50.0		B	A
	43.0	12.0	55.0		40.0	47.0	55.0	5.0	1.0	44.0	26.0	B	B
	41.0	0.0	41.0		38.0	42.3	44.5	5.5					
	39.9	1.0	40.9					5.5	3.0	55.0	4.0	130	
	39.3	9.0	48.3		33.6	42.0	50.4	5.5	1.2	52.5	12.0	A	A
	35.4	6.0	41.4		27.1	33.8	40.6						
				$ 33.5	29.0	33.2	37.3	5.5	2.0	48.0	12.0	B	A
	32.5	7.5	40.0		31.2	35.1	39.0	6.0		48.0	26.0	B	100
NO. IN POS: 122													
$ 126.5 WT'D AVG:	$ 40.8	$ 7.1	$ 47.9	$ 33.5									

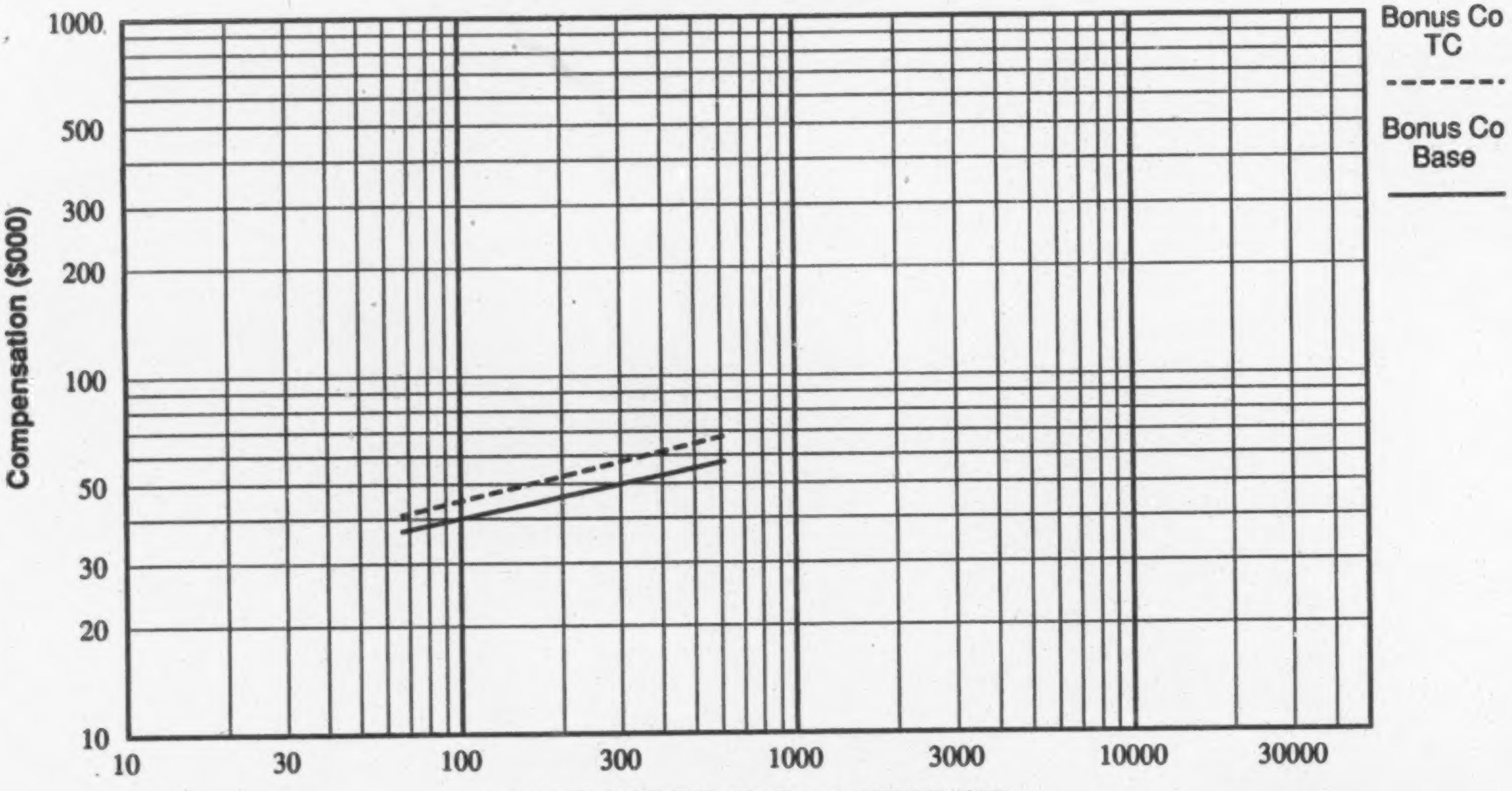
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9 AND BELOW		$ 44.2	$ 0.0	$ 44.2		$ 44.2	$ 48.1	$ 50.0	5.1		50.0		B	A
		43.7	11.1	54.8					6.0	3.0	48.0	26.0	B	B
		38.2	0.0	38.2		38.0	42.3	44.5	5.5					
		37.7	0.4	38.1					5.5	3.0	55.0	4.0	130	
					$ 32.8	27.5	32.0	36.5	5.5	2.0	48.0	12.0	B	A
		32.0	5.4	37.4		27.1	33.8	40.6						
					31.2	31.2	35.1	39.0	6.0		48.0	26.0	B	100
NO. IN POS: 105														
$ 73.9	WT'D AVG:	$ 38.5	$ 6.1	$ 44.6	$ 32.5									
NO SCOPE REPORTED		$ 44.5	$ 6.2	$ 50.7										
		44.2	11.8	56.0		$ 38.4	$ 45.0	$ 56.0						
		38.6	0.0	38.6										
		26.9	2.1	29.0										
NO. IN POS: 386														
	WT'D AVG:	$ 32.5	$ 3.8	$ 36.3										
NO. IN POS: 1204														
$ 258.9	POSITION AVG:	$ 43.8	$ 9.6	$ 53.4	$ 35.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 47: STORE MANAGER
REGION #3 - WEST CENTRAL



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Coeff. Det.	.38	.37
Std. Error	1.15	1.17

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Slope	.19900	.22621
Y-Int	1.20455	1.19994

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$400.0	$ 44.6	$ 8.8	$ 53.4		$ 44.2		$ 45.5		2.0	50.0	24.0	B	B
AND ABOVE	44.2	7.0	51.2					5.0	2.0	50.0	24.0	B	B
	38.5	0.0	38.5					4.1		45.0	52.0	B	A
	37.5	6.9	44.4		33.6	42.0	50.4	5.0	2.0	52.5	12.0	A	A
	36.7	6.7	43.4		33.6	42.0	50.4	5.5	2.0	52.5	12.0	A	A
				$ 33.0				4.3		40.0	10.0	E	F
	31.0	5.0	36.0		25.0	30.0	35.0	5.0	1.5	47.0	26.0	B	B
	26.0	1.9	27.9		21.1	28.1	35.1						
	24.8	1.8	26.6		21.1	28.1	35.1						
NO. IN POS: 108													
$ 540.0 WT'D AVG:	$ 39.1	$ 7.0	$ 46.1	$ 33.0									

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SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

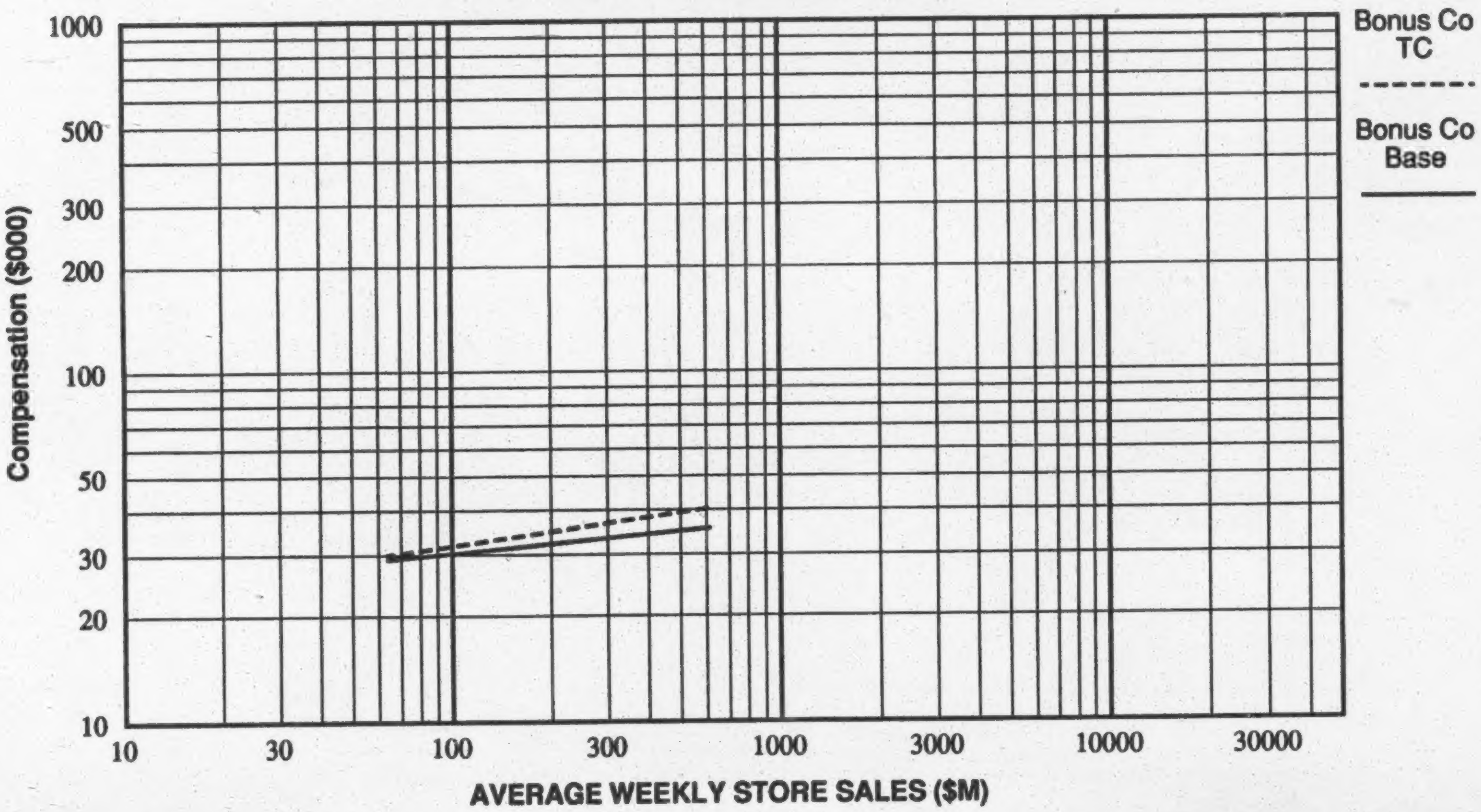
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$399.9	$ 44.2	$ 2.5	$ 46.7					5.0	2.0	50.0	24.0	B	B
TO	44.2	5.6	49.8					5.0	2.0	50.0	24.0	B	B
$150.0	39.0	1.4	40.4					5.0	2.0	50.0	24.0	B	B
	38.5	0.0	38.5					4.1		45.0	52.0	B	A
	38.5	0.0	38.5					4.1		45.0	52.0	B	A
	38.5	0.0	38.5					4.1		45.0	52.0	B	A
	38.5	0.0	38.5					4.1		45.0	52.0	B	A
	36.9	0.0	36.9		$ 31.7	$ 35.4	$ 36.9	5.5					
	36.8	6.7	43.5		30.4	38.0	45.6	5.5	2.0	52.5	12.0	A	A
	36.6	6.7	43.3		30.4	38.0	45.6	5.5	2.0	52.5	12.0	A	A
	36.6	6.7	43.3		30.4	38.0	45.6	5.5	2.0	52.5	12.0	A	A
	35.1	6.4	41.5		30.4	38.0	45.6	5.5	2.0	52.5	12.0	A	A
	34.2	1.1	35.3					6.0	3.0	48.0	26.0	B	B
				$ 33.0				4.3		40.0	10.0	E	F
				33.0				4.3		40.0	10.0	E	F
				33.0				4.3		40.0	10.0	E	E
				33.0				4.3		40.0	10.0	E	F
	31.5	4.5	36.0		25.0	30.0	35.0	5.0	1.5	47.0	26.0	B	B
	31.4	1.9	33.3					5.5	4.0	55.0	23.0	100	
	31.2	2.5	33.7					5.5	4.0	55.0	23.0	100	
	30.8	3.2	34.0		25.0	30.0	35.0	5.0	1.5	47.0	26.0	B	B
	29.8	5.2	35.0		25.0	30.0	35.0	5.0	1.5	47.0	26.0	B	B
	29.5	5.5	35.0		25.0	30.0	35.0	5.0	1.5	47.0	26.0	B	B
	28.1	2.8	30.9					5.5	4.0	55.0	23.0	100	
	27.9	1.8	29.7		21.1	28.1	35.1						
				27.6	25.3	29.2	33.0	5.5	2.0	48.0	17.0	B	A
	26.6	3.4	30.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
	23.8	1.6	25.4		21.1	28.1	35.1						
	21.8	1.8	23.6		21.1	28.1	35.1						
	21.6	1.5	23.1		21.1	28.1	35.1						
NO. IN POS: 135													
$ 234.2 WT'D AVG:	$ 34.5	$ 3.2	$ 37.7	$ 31.4									

SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 38.5	$ 0.0	$ 38.5					4.1		45.0	52.0	B	A
TO	36.3	0.0	36.3		$ 31.7	$ 35.4	$ 36.9	5.5					
$100.0	34.3	6.3	40.6		30.4	38.0	45.6	5.5	2.0	52.5	12.0	A	A
	34.2	1.1	35.3					6.0	3.0	48.0	26.0	B	B
	28.7	2.5	31.2					5.5	4.0	55.0	23.0	100	
	28.5	5.5	34.0		25.0	30.0	35.0	5.0	1.5	47.0	26.0	B	B
				$ 26.9				5.5	2.0	48.0	17.0	B	A
	25.0	3.0	28.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
	23.2	1.5	24.7										
NO. IN POS: 228													
$ 120.7 WT'D AVG:	$ 31.5	$ 1.4	$ 32.9	$ 26.9									
$99.9	$ 38.5	$ 0.0	$ 38.5					4.1		45.0	52.0	B	A
AND BELOW	34.2	1.1	35.3					6.0	3.0	48.0	26.0	B	B
	33.7	0.0	33.7		$ 31.7	$ 35.4	$ 36.9	5.5					
	28.3	0.7	29.0					5.5	4.0	55.0	23.0	100	
	25.0	0.0	25.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
				$ 23.2	17.5	21.1	24.7	5.5	2.0	48.0	17.0	B	A
	22.7	1.4	24.1										
NO. IN POS: 155													
$ 72.1 WT'D AVG:	$ 29.1	$ 0.8	$ 29.9	$ 23.2									
NO SCOPE				$ 36.4									
REPORTED				34.9	$ 28.0	$ 34.0	$ 38.4						
	$ 27.6	$ 0.0	$ 27.6										
				17.7									
NO. IN POS: 766													
WT'D AVG:	$ 27.6	$ 0.0	$ 27.6	$ 23.8									
NO. IN POS: 1392													
$ 205.5 POSITION AVG:	$ 32.7	$ 2.7	$ 35.4	$ 24.2									

POSITION 48: ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC
Coeff. Det.	.07	.15
Std. Error	1.21	1.22

	BonCoBase	TC
Slope	.08660	.13095
Y-Int	1.30841	1.24093

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE	$ 42.5	$ 5.5	$ 48.0		$ 35.0	$ 40.0	$ 45.0	5.0		53.0	12.0	B	B
	40.6	0.0	40.6		35.1	39.0	40.6	5.5					
	38.5	5.2	43.7					5.0		50.0		B	B
	38.5	0.0	38.5					5.0		40.0		B	A
				$ 36.5	30.0	35.0	40.0	5.0	1.0	45.0	11.0	B	A
				35.0				4.8		40.0	7.0	E	F
				33.8	28.0	33.3	38.5	5.0	1.0	45.0	11.0	B	A
	30.1	2.8	32.9		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
				29.1				5.0	2.0	40.0	24.0	120	120
				28.8									
	28.5	2.6	31.1		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
				27.7									
NO. IN POS: 130													
$ 75.0 WT'D AVG:	$ 31.0	$ 2.9	$ 33.9	$ 32.8									
$49.9 TO $35.0	$ 40.3	$ 0.0	$ 40.3		$ 35.1	$ 39.0	$ 40.6	5.5					
	38.0	6.0	44.0		35.0	40.0	45.0	5.0		53.0	12.0	B	B
	37.4	5.6	43.0					5.5		50.0		E	E
	37.3	5.2	42.5		36.4		38.5	5.0		50.0		B	B
				$ 35.0				4.8		40.0	7.0	E	F
	35.0	7.0	42.0		35.0	40.0	45.0	5.0		53.0	12.0	B	B
	34.6	0.0	34.6					5.0		40.0		B	A
				31.4	26.3	31.1	36.0	5.0	1.0	45.0	11.0	B	A
	30.5	3.0	33.5		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
				29.1				5.0	2.0	40.0	24.0	120	120
				26.5									
NO. IN POS: 144													
$ 41.3 WT'D AVG:	$ 33.0	$ 3.4	$ 36.4	$ 30.4									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

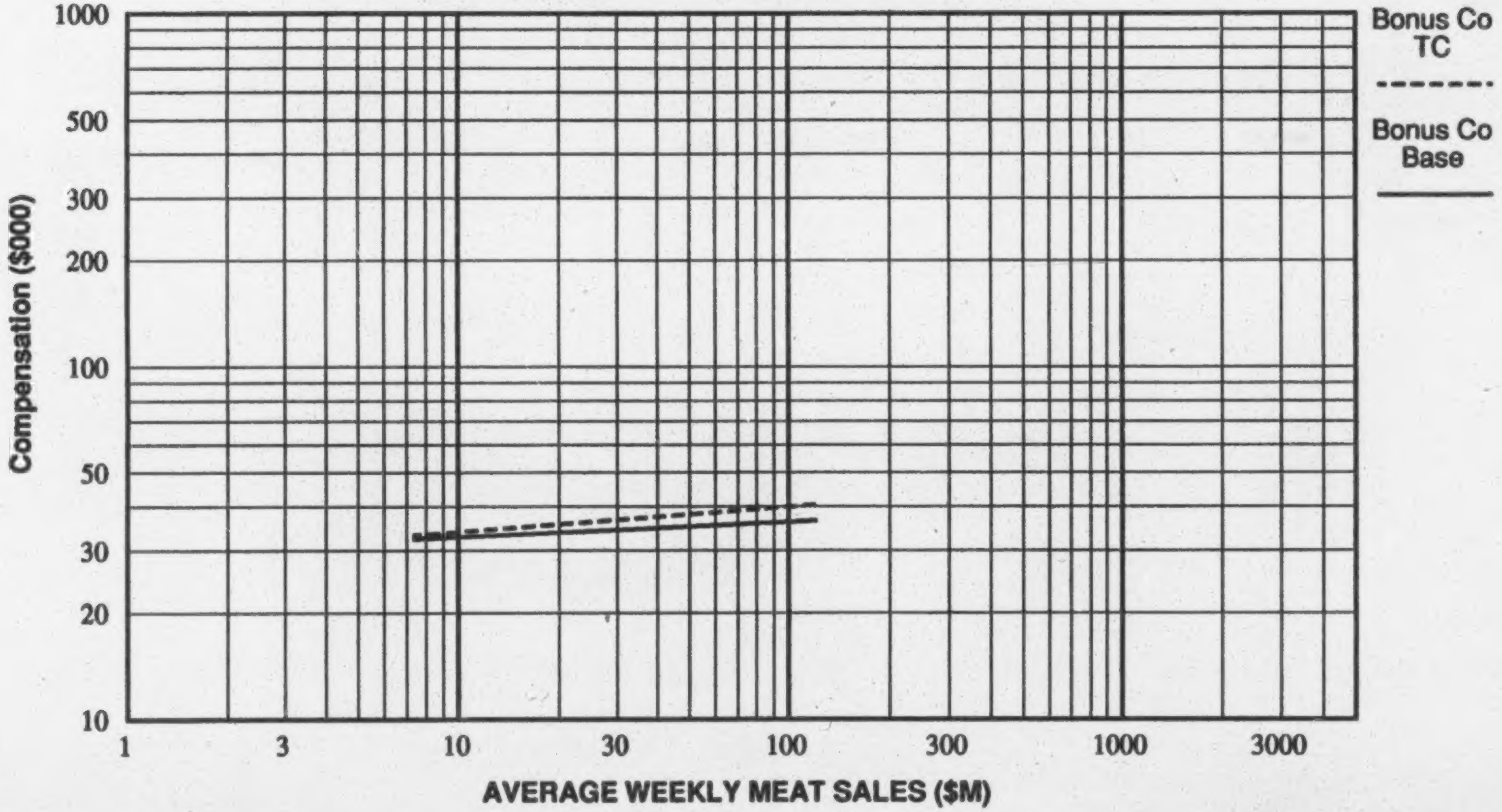
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9	$ 39.6	$ 0.0	$ 39.6		$ 35.1	$ 39.0	$ 40.6	5.5					
TO	37.5	1.4	38.9					5.5		50.0		E	E
$25.0	36.4	4.0	40.4		34.3		36.4	5.0		50.0		B	B
				$ 35.0				4.8		40.0	7.0	E	F
				31.0	24.4	29.2	34.0	5.0	1.0	45.0	11.0	B	A
				29.1				5.0	2.0	40.0	24.0	120	120
	29.1	2.9	32.0		26.0	27.5	29.1	6.0		40.0	13.0	B	B
	28.4	2.6	31.0		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
				27.3									
NO. IN POS: 95													
$ 30.0 WT'D AVG:	$ 33.5	$ 2.3	$ 35.8	$ 29.8									
$24.9	$ 38.0	$ 0.0	$ 38.0		$ 35.1	$ 39.0	$ 40.6	5.5					
TO	37.3	4.7	42.0		35.0	40.0	45.0	5.0		53.0	12.0	B	B
$15.0	36.3	0.7	37.0					5.5		50.0		E	E
	34.6	0.0	34.6					5.0		40.0		B	A
	34.6	0.0	34.6					5.0		40.0		B	A
	34.3	2.2	36.5					5.0		50.0		B	B
				$ 29.1	22.8	27.3	31.9	5.0	1.0	45.0	11.0	B	A
				28.3				5.0	2.0	40.0	24.0	120	120
	27.0	3.0	30.0		26.0	27.5	29.1	6.0		40.0	13.0	B	B
				25.8									
	24.9	2.3	27.2		23.4	26.4	29.3	5.0	1.0	40.0	20.0	D	D
NO. IN POS: 152													
$ 19.7 WT'D AVG:	$ 34.0	$ 1.0	$ 35.0	$ 28.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9		$ 35.8	$ 0.0	$ 35.8		$ 35.1	$ 39.0	$ 40.6	5.5					
AND BELOW		33.4	0.5	33.9					5.5		50.0		E	E
					$ 28.0				5.0	2.0	40.0	24.0	120	120
		27.0	2.0	29.0		26.0	27.5	29.1	6.0		40.0	13.0	B	B
					27.0	22.0	26.0	30.0	5.0	1.0	45.0	11.0	B	A
					23.2									
NO. IN POS: 105														
$ 10.9	WT'D AVG:	$ 33.4	$ 0.5	$ 33.9	$ 25.8									
NO SCOPE					$ 35.4									
REPORTED		$ 35.2	$ 0.0	$ 35.2		$ 31.7	$ 35.0	$ 37.2						
		30.3	0.0	30.3										
					25.0									
NO. IN POS: 169														
	WT'D AVG:	$ 33.1	$ 0.0	$ 33.1	$ 26.4									
NO. IN POS: 795														
$ 36.2	POSITION AVG:	$ 32.8	$ 1.8	$ 34.6	$ 28.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 49: MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC
Coeff. Det.	.04	.10
Std. Error	1.15	1.15

	BonCoBase	TC
Slope	.04265	.06983
Y-Int	1.47270	1.46100

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #3 - WEST CENTRAL

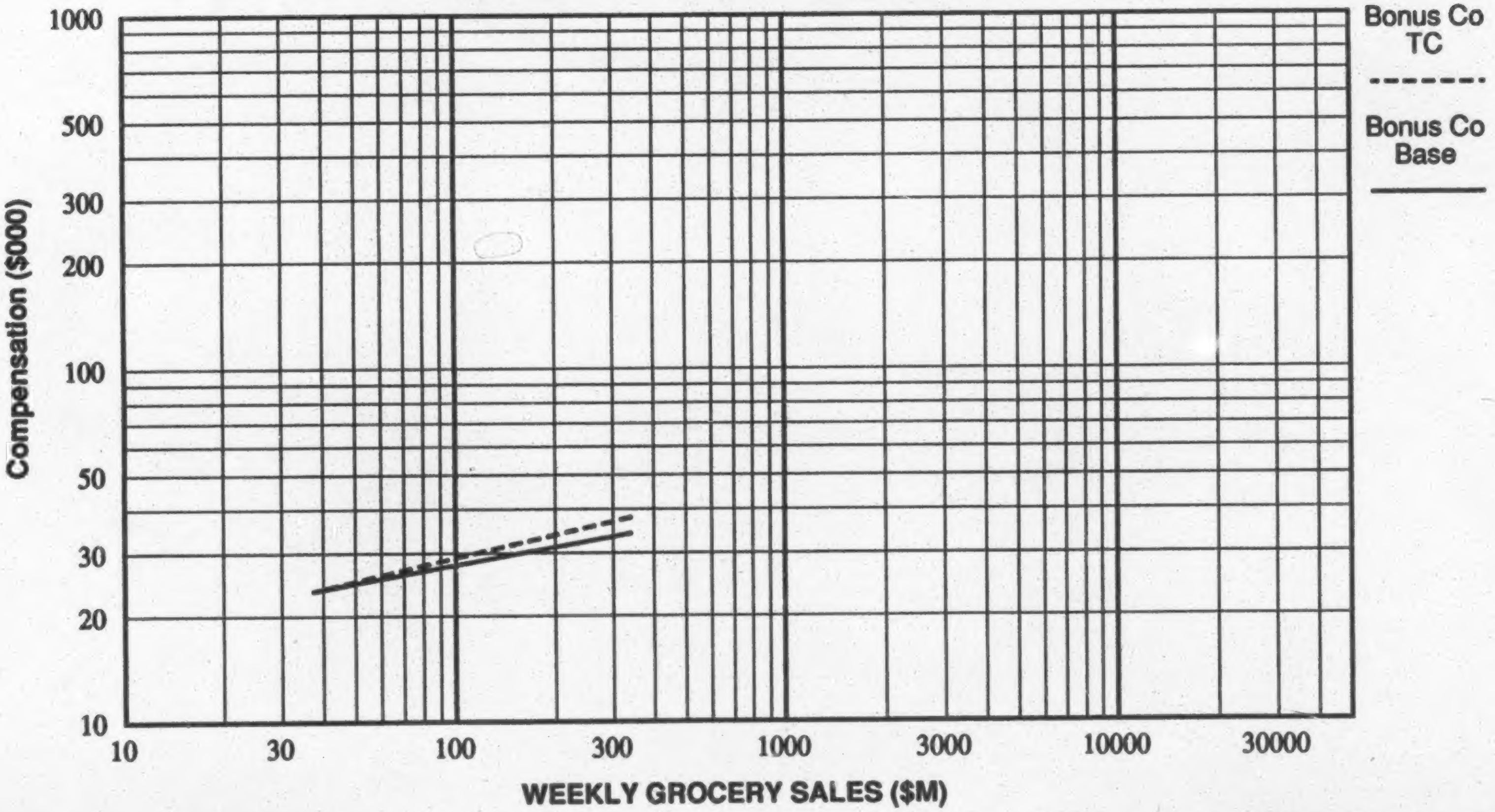
SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0 AND ABOVE	$ 40.3	$ 6.7	$ 47.0					5.0	4.0	50.0	40.0	B	B
	39.9	5.4	45.3		$ 39.0		$ 40.3	5.0	4.0	50.0	40.0	B	B
	39.0	4.3	43.3					5.0	4.0	50.0	40.0	B	B
	32.5	0.0	32.5		28.6	31.7	32.5	5.5					
	31.3	4.3	35.6		26.9	33.6	40.3	5.0	1.2	40.0	20.0	D	D
	30.2	4.1	34.3		26.9	33.6	40.3	5.0	1.2	40.0	20.0	D	D
	29.7	4.0	33.7		26.9	33.6	40.3	5.0	1.2	40.0	20.0	D	D
	24.3	0.0	24.3					5.5	4.0	50.0	23.0	75	75
				$ 22.9	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
	22.7	0.2	22.9					5.5	4.0	50.0	23.0	75	75
				22.4	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
				13.5									
NO. IN POS: 147													
$ 241.6 WT'D AVG:	$ 33.0	$ 4.3	$ 37.3	$ 21.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #3 - WEST CENTRAL

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 33.8	$ 1.1	$ 34.9					5.0	4.0	50.0	40.0	B	B
AND BELOW	33.8	1.1	34.9					5.0	4.0	50.0	40.0	B	B
	32.1	0.0	32.1		$ 28.6	$ 31.7	$ 32.5	5.5					
	31.4	0.0	31.4		28.6	31.7	32.5	5.5					
	29.1	0.0	29.1		28.6	31.7	32.5	5.5					
	28.6	0.0	28.6		28.6	31.7	32.5	5.5					
	26.6	3.4	30.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
	25.0	0.0	25.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
	25.0	3.0	28.0		23.4	25.3	27.3	6.0		48.0	26.0	B	70
	24.8	2.2	27.0		16.2	24.3	27.2	5.0	1.2	40.0	20.0	D	D
	24.7	2.3	27.0		16.2	24.3	27.2	5.0	1.2	40.0	20.0	D	D
	23.8	0.0	23.8					5.5	4.0	50.0	23.0	75	75
	23.4	0.2	23.6					5.5	4.0	50.0	23.0	75	75
	23.0	0.0	23.0					5.5	4.0	50.0	23.0	75	75
	22.8	2.1	24.9		16.2	24.3	27.2	5.0	1.2	40.0	20.0	D	D
				$ 22.3	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
				22.3	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
				21.8	18.0	22.0	25.0	5.0	2.5	35.5	26.0	E	E
	21.4	0.1	21.5					5.5	4.0	50.0	23.0	75	75
NO. IN POS: 155													
$ 91.3 WT'D AVG:	$ 26.6	$ 1.0	$ 27.6	$ 22.2									
NO SCOPE REPORTED	$ 41.6	$ 0.0	$ 41.6										
	38.9	5.7	44.6					6.0		48.0			
	38.0	9.7	47.7					6.0		48.0			
NO. IN POS: 233													
WT'D AVG:	$ 38.4	$ 8.2	$ 46.6										
NO. IN POS: 535													
$ 164.5 POSITION AVG:	$ 33.6	$ 5.1	$ 38.7	$ 21.8									

POSITION 50: GROCERY MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC
Coeff. Det.	.29	.37
Std. Error	1.18	1.19

	BonCoBase	TC
Slope	.16470	.21413
Y-Int	1.11437	1.03669

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #3 - WEST CENTRAL

SCOPE WKLY DELI SALES ($THOU)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0		$ 34.4	$ 4.2	$ 38.6		$ 33.5		$ 34.8	5.0	1.0	50.0	12.0	B	B
AND ABOVE		33.2	3.3	36.5		32.5		33.5	5.0	1.0	50.0	12.0	B	B
		29.0	2.6	31.6		26.9	33.6	40.3	5.0	1.0	40.0	20.0	D	D
		28.5	2.6	31.1		26.9	33.6	40.3	5.0	1.0	40.0	20.0	D	D
		28.0	2.6	30.6		26.9	33.6	40.3	5.0	1.0	40.0	20.0	D	D
					$ 24.8				2.0	5.0			E	F
NO. IN POS: 32														
$ 34.1	WT'D AVG:	$ 33.1	$ 3.4	$ 36.5	$ 24.8									
$24.9					$ 32.6				4.9		40.0	4.0	E	F
TO		$ 32.5	$ 2.7	$ 35.2					5.0	1.0	50.0	12.0	B	B
$15.0		27.5	2.5	30.0		$ 20.0	$ 25.0	$ 30.0	4.0	.5	40.0	26.0	B	B
					24.8				5.0		40.0		E	F
		23.8	2.2	26.0		16.2	24.3	27.2	5.0	1.0	40.0	20.0	D	D
NO. IN POS: 34														
$ 19.0	WT'D AVG:	$ 28.6	$ 2.5	$ 31.1	$ 27.4									
$14.9					$ 32.6				4.9		40.0	4.0	E	F
AND BELOW		$ 32.5	$ 1.1	$ 33.6					5.0	1.0	50.0	12.0	B	B
					24.8				5.0		40.0		E	F
		23.4	0.0	23.4		$ 23.4	$ 27.0	$ 29.1						
		22.5	4.5	27.0		20.0	25.0	30.0	4.0	.5	40.0	26.0	B	B
		22.3	2.0	24.3		16.2	24.3	27.2	5.0	1.0	40.0	20.0	D	D
		20.7	0.2	20.9					5.5		50.0		E	E
					18.7				5.0	3.0	40.0	24.0	80	80
					15.4									
NO. IN POS: 291														
$ 6.1	WT'D AVG:	$ 22.7	$ 1.4	$ 24.1	$ 19.1									

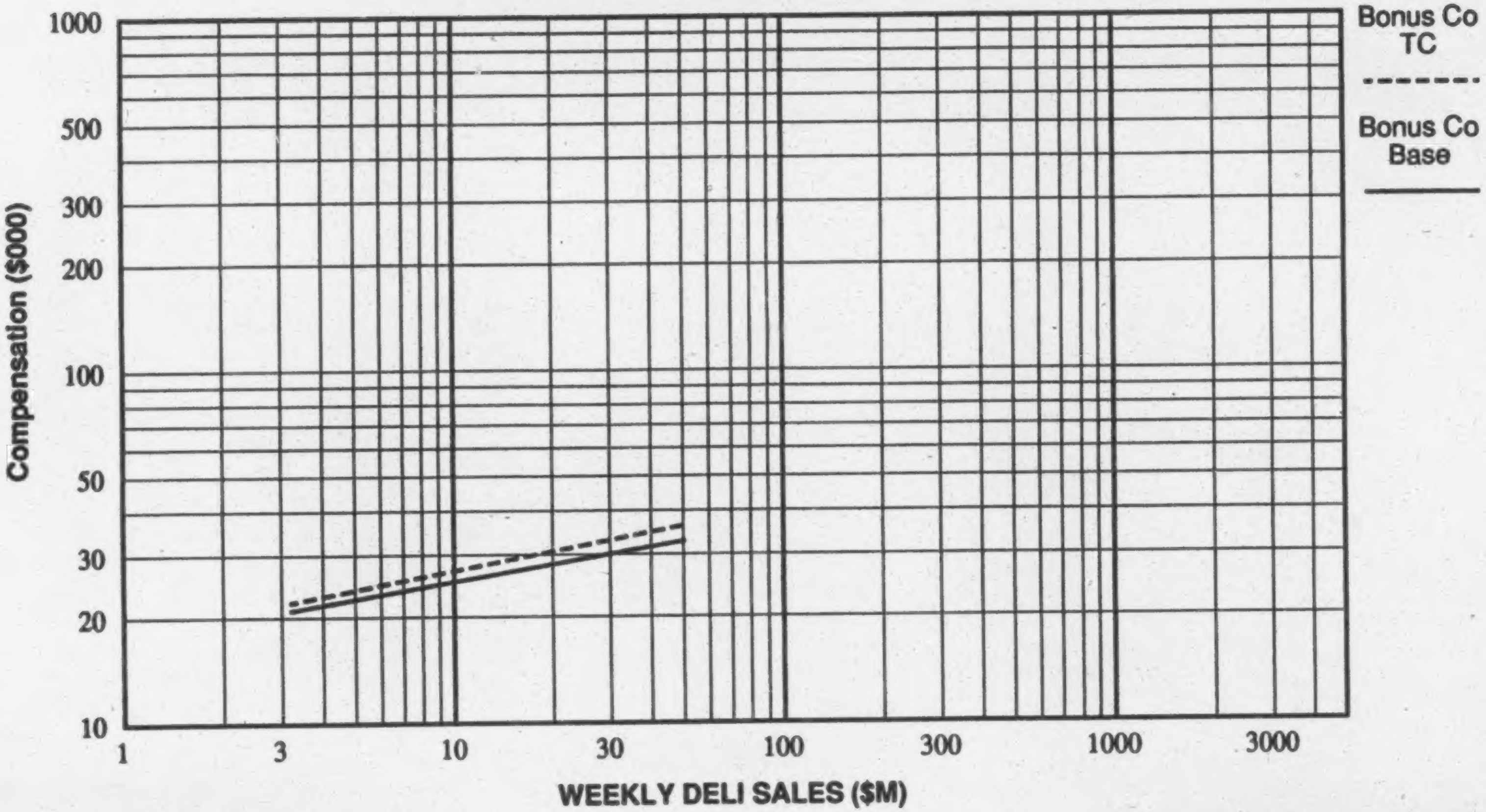
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #3 - WEST CENTRAL

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED NO. IN POS: 18 WT'D	$ 25.9	$ 0.0	$ 25.9		$ 20.8	$ 25.0	$ 31.2						
NO. IN POS: 375 POSITION $ 9.8 AVG:	$ 25.0	$ 1.7	$ 26.7	$ 19.5									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 51: DELI MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC
Coeff. Det.	.64	.71
Std. Error	1.11	1.11

	BonCoBase	TC
Slope	.16158	.18178
Y-Int	1.23931	1.24961

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)
REGION #3 - WEST CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
675.0 AND BELOW	GROUP EXEC.	$ 88.8	$ 6.3	$ 95.1		$ 66.1	$ 84.2	$103.3
	DIV. V.P./MGR.	77.8	10.2	88.0		62.9	78.6	94.4
		66.2	4.9	71.1		61.4	76.7	92.0
	DIV. V.P./MGR.				$ 54.2			
	GROUP EXEC.				49.4	41.1	51.6	62.0
	DIV. V.P./MGR.				48.1			
	VICE PRESIDENT	45.5	4.2	49.7		34.6	43.2	51.7
	DIV. V.P./MGR.				43.2	31.8	41.1	50.9
		39.3	0.0	39.3				
	NO IN POSITION: 38							
364.6	WEIGHTED GROUP AVG:	$ 69.8	$ 6.1	$ 75.9	$ 44.9			

	NO IN POSITION: 38				
364.6	POSITION AVERAGE:	$ 69.8	$ 6.1	$ 75.9	$ 44.9

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #3 - WEST CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$400.0 AND BELOW	DIV. V.P./MGR.				$ 58.0			
	VICE PRESIDENT	$ 53.5	$ 9.3	$ 62.8		$ 44.8	$ 54.5	$ 64.4
		51.4	3.3	54.7		39.9	50.2	60.5
	GROUP EXEC.				50.9	41.1	51.6	62.0
	SENIOR V.P.				49.0			
	VICE PRESIDENT	46.5	4.0	50.5		39.2	50.0	60.8
	VICE PRESIDENT	45.3	4.1	49.4		34.6	43.2	51.7
	VICE PRESIDENT	44.3	11.3	55.6				
	VICE PRESIDENT	43.0	3.6	46.6		39.2	50.0	60.8
	VICE PRESIDENT	41.9	3.9	45.8		39.2	50.0	60.8
	VICE PRESIDENT	41.9	0.0	41.9		39.2	50.0	60.8
					40.0			
	NO IN POSITION: 74							
$ 327.0	WEIGHTED GROUP AVG:	$ 48.5	$ 6.2	$ 54.7	$ 48.6			
NO SCOPE REPORTED	EXEC. V.P.	$ 66.0	$ 0.0	$ 66.0				
		47.3	0.5	47.8		$ 47.4	$ 59.2	$ 71.0
	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	$ 48.6	$ 0.5	$ 49.1				
	NO IN POSITION: 88							
$ 327.0	POSITION AVERAGE:	$ 48.6	$ 3.7	$ 52.3	$ 48.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD
REGION #3 - WEST CENTRAL

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$100.0 AND BELOW	SENIOR V.P.	$110.0	$ 31.6	$141.6		$ 78.0	$ 93.8	$109.6
		68.9	4.5	73.4		47.2	59.2	71.2
	SENIOR V.P.	63.1	25.6	88.7				
	EXEC. V.P.	55.3	2.7	58.0				
	VICE PRESIDENT	51.5	15.4	66.9		39.2	50.0	60.8
	NO IN POSITION:	5						
$ 41.9	WEIGHTED GROUP AVG:	$ 69.8	$ 15.9	$ 85.7				
NO SCOPE REPORTED	VICE PRESIDENT	$ 66.6	$ 0.0	$ 66.6				
	NO IN POSITION:	6						
$ 41.9	POSITION AVERAGE:	$ 69.2	$ 13.3	$ 82.5				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0 AND ABOVE		$ 52.5	$ 0.0	$ 52.5				
		52.5	0.0	52.5				
	MANAGER	51.0	9.0	60.0		$ 40.0	$ 47.0	$ 55.0
	MANAGER	49.5	4.5	54.0		47.0	48.5	50.0
	MANAGER	48.7	4.5	53.2		47.0	48.5	50.0
	MANAGER	47.3	0.7	48.0		46.3		47.3
	MANAGER	43.8	11.2	55.0		40.0	47.0	55.0
	MANAGER	43.2	11.8	55.0		40.0	47.0	55.0
	MANAGER	42.6	2.4	45.0		42.0	44.4	46.8
	MANAGER	42.3	12.7	55.0		40.0	47.0	55.0
	MANAGER	41.2	1.0	42.2				
	NO IN POSITION:	103						
$ 22.7	WEIGHTED GROUP AVG:	$ 47.7	$ 3.9	$ 51.6				

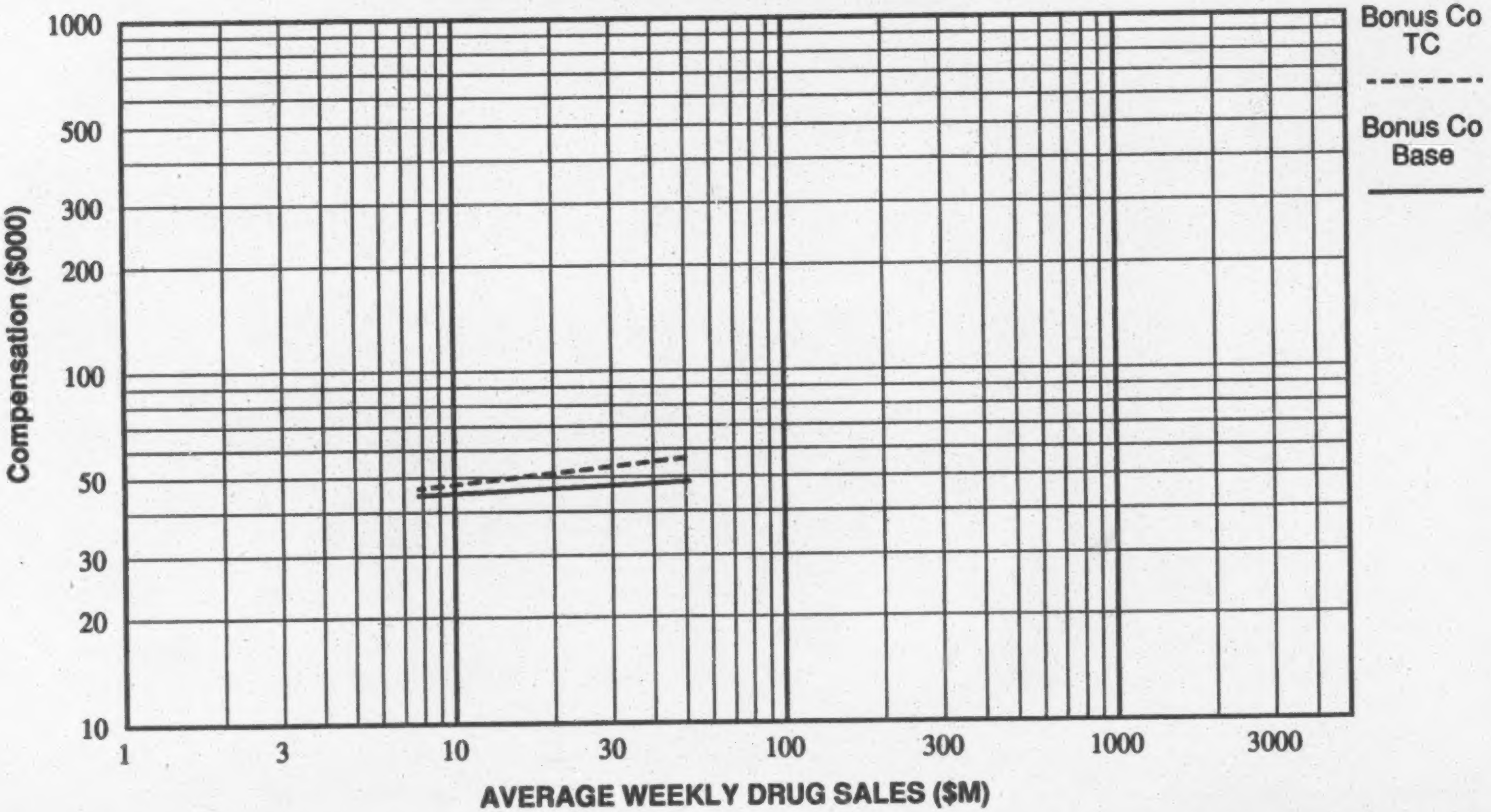
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9 AND BELOW	MANAGER				$ 60.6			
		$ 52.5	$ 0.0	$ 52.5				
	MANAGER	48.2	4.4	52.6		$ 47.0	$ 48.5	$ 50.0
	MANAGER	47.3	0.3	47.6		46.3		47.3
	MANAGER	43.0	12.0	55.0		40.0	47.0	55.0
	MANAGER	42.6	2.4	45.0		42.0	44.4	46.8
	MANAGER	41.2	1.0	42.2				
	NO IN POSITION: 103							
$ 9.0	WEIGHTED GROUP AVG:	$ 44.5	$ 2.4	$ 46.9	$ 60.6			
NO SCOPE REPORTED	EXEC. V.P.	$ 48.3	$ 1.7	$ 50.0				
	MANAGER	47.8	0.0	47.8				
		42.3	2.7	45.0		$ 27.5	$ 34.3	$ 41.2
	NO IN POSITION: 103							
	WEIGHTED GROUP AVG:	$ 46.0	$ 1.5	$ 47.5				
	NO IN POSITION: 309							
$ 15.8	POSITION AVERAGE:	$ 46.1	$ 2.6	$ 48.7	$ 60.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 55: PHARMACY MANAGER
REGION #3 - WEST CENTRAL



	BonCoBase	TC
Coeff. Det.	.08	.35
Std. Error	1.09	1.09

	BonCoBase	TC
Slope	.04375	.10184
Y-Int	1.61036	1.57797

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

REGION #3 - WEST CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0		$ 51.5	$ 0.0	$ 51.5				
AND ABOVE		51.5	0.0	51.5				
	MANAGER	45.8	2.1	47.9		$ 44.0	$ 45.5	$ 47.0
	MANAGER	45.5	0.2	45.7		44.7		45.8
	MANAGER	45.5	0.5	46.0		44.7		45.8
	MANAGER	39.2	0.5	39.7				
	MANAGER				$ 38.6	32.0	36.0	40.0
	MANAGER	38.5	0.0	38.5		32.0	36.0	40.0
	MANAGER				38.5	32.0	36.0	40.0
	MANAGER				37.6	32.0	36.0	40.0
	NO IN POSITION: 102							
$ 20.8	WEIGHTED GROUP AVG:	$ 45.3	$ 1.2	$ 46.5	$ 38.2			
$14.9		$ 51.5	$ 0.0	$ 51.5				
AND BELOW	MANAGER	45.7	2.1	47.8		$ 44.0	$ 45.5	$ 47.0
	MANAGER	45.2	0.1	45.3		44.7		45.8
	MANAGER	39.2	0.5	39.7				
	MANAGER				$ 37.7	32.0	36.0	40.0
	NO IN POSITION: 141							
$ 11.4	WEIGHTED GROUP AVG:	$ 43.6	$ 1.4	$ 45.0	$ 37.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	EXEC. V.P.	$ 45.7	$ 1.3	$ 47.0				
		40.0	2.6	42.6		$ 25.5	$ 31.2	$ 38.0
	NO IN POSITION:	90						
	WEIGHTED GROUP AVG:	$ 42.1	$ 2.1	$ 44.2				
	NO IN POSITION:	333						
$ 15.4	POSITION AVERAGE:	$ 43.7	$ 1.5	$ 45.2	$ 38.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 57 - PHARMACY FIELD SUPERVISOR
REGION #3 - WEST CENTRAL

Under the direction of the Pharmacy Department Head, oversees the activities of pharmacy personnel in assigned stores to ensure that the company's operating goals are achieved in compliance with company policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	DIV. V.P./MGR.	$ 66.9	$ 4.3	$ 71.2		$ 49.9	$ 63.6	$ 78.0
	VICE PRESIDENT	59.9	11.4	71.3		38.8	48.5	58.2
	EXEC. V.P.	53.3	1.7	55.0				
	NO IN POSITION:	6						
$ 33.9	WEIGHTED GROUP AVG:	$ 61.1	$ 7.5	$ 68.6				
NO SCOPE REPORTED		$ 49.6	$ 3.2	$ 52.8		$ 29.6	$ 37.1	$ 44.6
	NO IN POSITION:	7						
$ 33.9	POSITION AVERAGE:	$ 59.5	$ 6.8	$ 66.3				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 59 - PHARMACY BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of prescription merchandise and accessories. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced buyers.

SCOPE ANN'L DRUG PURCHASES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$110.0 AND BELOW	MANAGER	$ 60.0	$ 6.5	$ 66.5		$ 43.4	$ 55.3	$ 67.8
	NO IN POSITION: 1							
$ 110.0	WEIGHTED GROUP AVG:	$ 60.0	$ 6.5	$ 66.5				
NO SCOPE REPORTED	VICE PRESIDENT GROUP EXEC.	$ 60.8	$ 10.5	$ 71.3	$ 48.0			
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 60.8	$ 10.5	$ 71.3	$ 48.0			
	NO IN POSITION: 3							
$ 110.0	POSITION AVERAGE:	$ 60.4	$ 8.5	$ 68.9	$ 48.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$4000.0 AND BELOW	DIV. V.P./MGR.	$ 73.5	$ 2.7	$ 76.2		$ 57.4	$ 73.2	$ 89.8
	SENIOR V.P.	67.5	19.4	86.9				
	ASST. V.P./DIR	48.0	5.5	53.5		36.5	45.6	54.7
	REG. V.P./MGR.				$ 28.7			
	NO IN POSITION: 11							
$ 499.3	WEIGHTED GROUP AVG:	$ 53.6	$ 6.9	$ 60.5	$ 28.7			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 65.6	$ 2.1	$ 67.7				
	ASST. V.P./DIR	55.9	17.2	73.1				
	ASST. V.P./DIR	39.8	0.0	39.8		$ 32.0	$ 40.0	$ 48.0
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 57.6	$ 8.9	$ 66.5				
	NO IN POSITION: 26							
$ 499.3	POSITION AVERAGE:	$ 56.2	$ 8.2	$ 64.4	$ 28.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$120.0 AND BELOW	DIV. V.P./MGR.	$ 75.9	$ 2.7	$ 78.6		$ 57.4	$ 73.2	$ 89.8
	REG. V.P./MGR.	44.9	2.8	47.7				
	ASST. V.P./DIR	44.9	5.4	50.3		36.5	45.6	54.7
	DIST.MANAGER	44.3	5.1	49.4				
	CEO/PRESIDENT	38.7	4.1	42.8				
	NO IN POSITION: 17							
$ 39.1	WEIGHTED GROUP AVG:	$ 46.3	$ 3.7	$ 50.0				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 65.2	$ 2.2	$ 67.4				
	ASST. V.P./DIR	43.2	0.0	43.2		$ 32.0	$ 40.0	$ 48.0
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 60.3	$ 1.7	$ 62.0				
	NO IN POSITION: 26							
$ 39.1	POSITION AVERAGE:	$ 51.1	$ 3.1	$ 54.2				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$55.0 AND BELOW	DIV. V.P./MGR.	$ 71.8	$ 2.6	$ 74.4		$ 49.9	$ 63.6	$ 78.0
	REG. V.P./MGR.	41.5	3.0	44.5				
	ASST. V.P./DIR	40.9	4.7	45.6		36.5	45.6	54.7
	DIST.MANAGER	38.5	4.4	42.9				
	CEO/PRESIDENT	35.6	4.8	40.4				
	NO IN POSITION: 15							
$ 18.3	WEIGHTED GROUP AVG:	$ 42.2	$ 3.7	$ 45.9				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 64.3	$ 2.3	$ 66.6				
	ASST. V.P./DIR	46.6	14.2	60.8				
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 52.8	$ 10.0	$ 62.8				
	NO IN POSITION: 32							
$ 18.3	POSITION AVERAGE:	$ 47.9	$ 7.0	$ 54.9				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$70.0 AND BELOW	DIV. V.P./MGR.	$ 85.0	$ 3.2	$ 88.2		$ 57.4	$ 73.2	$ 89.8
	DIST.MANAGER	53.6	9.0	62.6				
	REG. V.P./MGR.				$ 22.6			
	NO IN POSITION: 6							
$ 27.9	WEIGHTED GROUP AVG:	$ 61.4	$ 7.5	$ 69.0	$ 22.6			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.2	$ 14.5	$ 65.7				
	NO IN POSITION: 11							
$ 27.9	POSITION AVERAGE:	$ 55.8	$ 11.4	$ 67.2	$ 22.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$65.0 AND BELOW	VICE PRESIDENT	$ 54.1	$ 8.8	$ 62.9				
	DIST.MANAGER	41.0	5.2	46.2				
	REG. V.P./MGR.	36.5	2.7	39.2				
	C.O.O.	35.6	4.8	40.4				
	NO IN POSITION: 10							
$ 12.7	WEIGHTED GROUP AVG:	$ 40.4	$ 4.8	$ 45.2				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 65.6	$ 2.1	$ 67.7				
	ASST. V.P./DIR	41.2	12.1	53.3				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 55.8	$ 6.1	$ 61.9				
	NO IN POSITION: 20							
$ 12.7	POSITION AVERAGE:	$ 48.1	$ 5.5	$ 53.6				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 69.7	$ 2.5	$ 72.2		$ 49.9	$ 63.6	$ 78.0
	ASST. V.P./DIR	56.7	18.0	74.7				
	ASST. V.P./DIR	50.9	1.0	51.9				
	NO IN POSITION: 23							
	WEIGHTED GROUP AVG:	$ 55.8	$ 12.8	$ 68.6				

NO IN POSITION:	23			
POSITION AVERAGE:		$ 55.8	$ 12.8	$ 68.6

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$500.0 AND BELOW	VICE PRESIDENT	$ 70.0	$ 15.9	$ 85.9				
	ASST. V.P./DIR	45.1	1.7	46.8		$ 40.3	$ 48.4	$ 56.7
	ASST. V.P./DIR				$ 43.3	34.8	43.6	52.5
	EXEC. V.P.	43.2	7.1	50.3				
	MANAGER	33.6	1.6	35.2				
	NO IN POSITION: 17							
$ 240.7	WEIGHTED GROUP AVG:	$ 42.0	$ 3.0	$ 45.0	$ 43.3			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 59.7	$ 20.0	$ 79.7				
	ASST. V.P./DIR	49.1	0.0	49.1		$ 41.5	$ 49.9	$ 58.2
	CEO/PRESIDENT	28.7	0.0	28.7				
	NO IN POSITION: 21							
	WEIGHTED GROUP AVG:	$ 47.9	$ 10.4	$ 58.3				
	NO IN POSITION: 38							
$ 240.7	POSITION AVERAGE:	$ 45.4	$ 7.4	$ 52.8	$ 43.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$165.0 AND BELOW	VICE PRESIDENT	$ 62.5	$ 15.2	$ 77.7	$ 46.5	$ 36.3	$ 46.3	$ 56.3
	CEO/PRESIDENT	48.1	5.4	53.5				
	ASST. V.P./DIR MANAGER	36.4	1.4	37.8				
	NO IN POSITION: 8							
$ 42.6	WEIGHTED GROUP AVG:	$ 41.8	$ 3.9	$ 45.7	$ 46.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 63.7	$ 0.0	$ 63.7		$ 44.9	$ 56.1	$ 67.3
	ASST. V.P./DIR	58.7	19.3	78.0				
	VICE PRESIDENT	43.6	0.0	43.6				
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 57.3	$ 13.7	$ 71.0				
	NO IN POSITION: 15							
$ 42.6	POSITION AVERAGE:	$ 49.5	$ 8.9	$ 58.4	$ 46.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND BELOW	ASST. V.P./DIR				$ 52.0	$ 36.3	$ 46.3	$ 56.3
	VICE PRESIDENT	$ 50.0	$ 2.5	$ 52.5				
	MANAGER				44.3			
	CEO/PRESIDENT	41.9	8.3	50.2				
	NO IN POSITION: 5							
$ 35.1	WEIGHTED GROUP AVG:	$ 46.0	$ 5.4	$ 51.3	$ 46.9			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 72.5	$ 5.0	$ 77.5		$ 48.5	$ 60.6	$ 72.7
	ASST. V.P./DIR	48.9	14.0	62.9				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 51.0	$ 13.2	$ 64.2				
	NO IN POSITION: 16							
$ 35.1	POSITION AVERAGE:	$ 50.3	$ 11.9	$ 62.2	$ 46.9			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	C.O.O.	$ 40.6	$ 6.5	$ 47.1				
	ASST. V.P./DIR				$ 35.0	$ 34.8	$ 43.6	$ 52.5
	NO IN POSITION: 2							
$ 27.5	WEIGHTED GROUP AVG:	$ 40.6	$ 6.5	$ 47.1	$ 35.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 76.0	$ 7.0	$ 83.0		$ 53.3	$ 66.6	$ 80.0
	ASST. V.P./DIR	52.7	10.3	63.0				
	MANAGER				$ 49.0			
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 58.5	$ 9.5	$ 68.0	$ 49.0			
	NO IN POSITION: 7							
$ 27.5	POSITION AVERAGE:	$ 54.9	$ 8.9	$ 63.8	$ 42.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$65.0 AND BELOW	VICE PRESIDENT	$ 60.0	$ 11.2	$ 71.2				
	NO IN POSITION: 1							
$ 64.1	WEIGHTED GROUP AVG:	$ 60.0	$ 11.2	$ 71.2				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 59.2	$ 19.0	$ 78.2				
	ASST. V.P./DIR				$ 45.1	$ 34.8	$ 43.6	$ 52.5
	MANAGER				41.9			
	MANAGER	24.7	0.0	24.7				
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 53.9	$ 16.1	$ 70.0	$ 42.7			
	NO IN POSITION: 18							
$ 64.1	POSITION AVERAGE:	$ 54.3	$ 15.8	$ 70.1	$ 42.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0 AND BELOW	VICE PRESIDENT	$ 55.0	$ 6.3	$ 61.3	$ 42.5	$ 34.8	$ 43.6	$ 52.5
	ASST. V.P./DIR C.O.O.	40.6	6.5	47.1				
	NO IN POSITION: 3							
$ 10.1	WEIGHTED GROUP AVG:	$ 47.8	$ 6.4	$ 54.2	$ 42.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 47.8	$ 0.0	$ 47.8		$ 38.5	$ 46.2	$ 53.9
	NO IN POSITION: 4							
$ 10.1	POSITION AVERAGE:	$ 47.8	$ 4.3	$ 52.1	$ 42.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - DIVISION GENERAL MANAGER
REGION #4 - SOUTHEAST

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANNL DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1100.0 AND BELOW	C.O.O.	$130.0	$ 7.2	$137.2				
	REG. V.P./MGR.	110.0	4.1	114.1		$ 76.0	$ 96.8	$123.5
	C.O.O.	75.0	15.9	90.9				
	NO IN POSITION: 3							
$ 724.9	WEIGHTED GROUP AVG:	$105.0	$ 9.1	$114.1				
NO SCOPE REPORTED	DIV. V.P./MGR.	$180.0	$ 52.3	$232.3				
	NO IN POSITION: 6							
$ 724.9	POSITION AVERAGE:	$142.5	$ 30.7	$173.2				

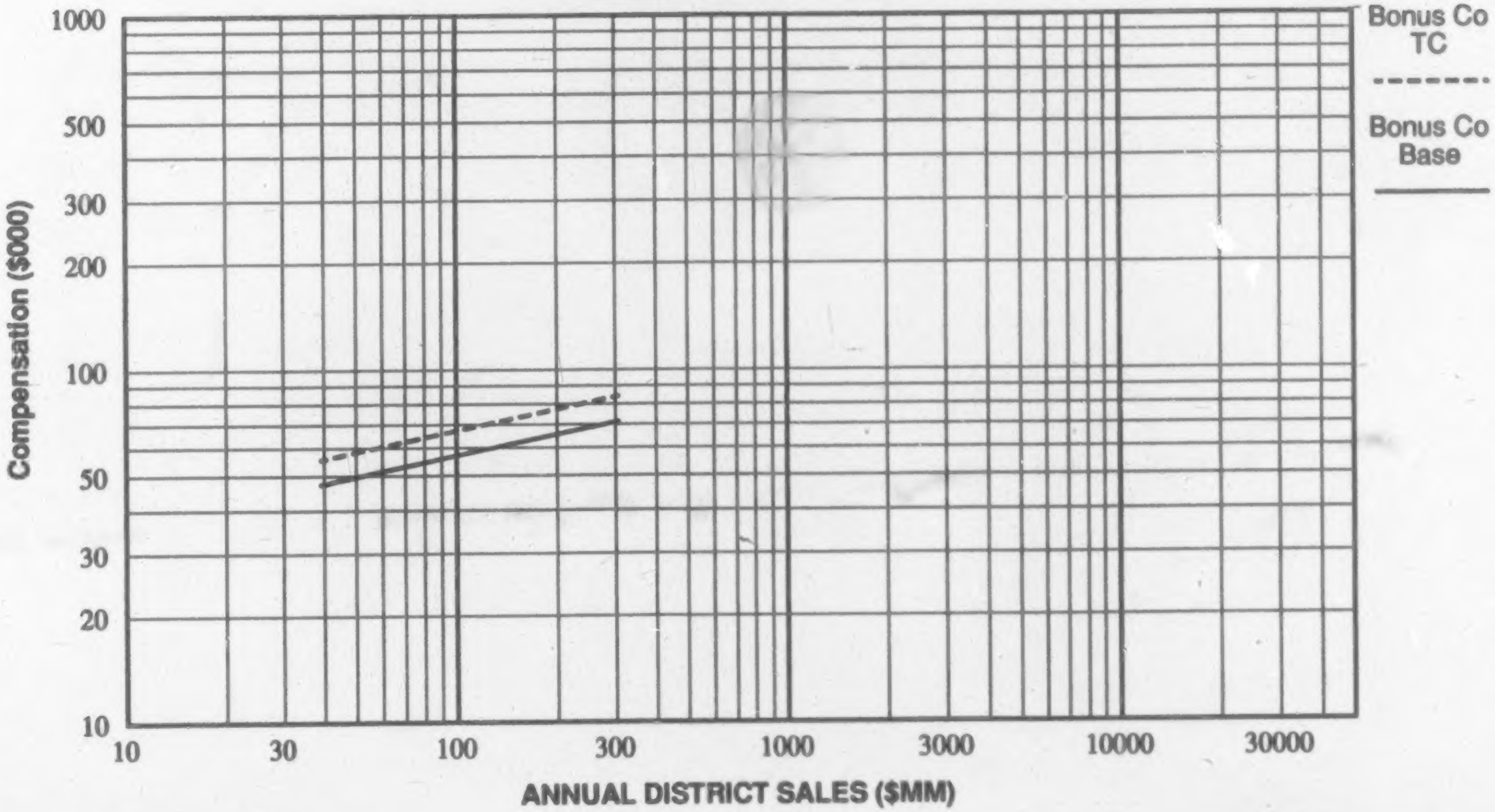
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$310.0 AND BELOW	DIV. V.P./MGR.	$ 76.3	$ 2.8	$ 79.1		$ 57.4	$ 73.2	$ 89.8
	C.O.O.	70.0	15.9	85.9				
	DIST.MANAGER	68.5	6.9	75.4				
	DIST.MANAGER	65.0	9.0	74.0				
	C.O.O.	65.0	15.3	80.3				
	C.O.O.	64.0	15.7	79.7				
	C.O.O.	63.0	15.3	78.3				
	C.O.O.	63.0	15.5	78.5				
	DIV. V.P./MGR.	55.5	10.0	65.5		44.2	55.2	66.2
	DIV. V.P./MGR.	54.9	10.0	64.9		44.2	55.2	66.2
	DIV. V.P./MGR.	48.5	10.0	58.5		44.2	55.2	66.2
	VICE PRESIDENT	47.8	5.6	53.4		36.5	45.6	54.7
	VICE PRESIDENT				$ 47.3			
	VICE PRESIDENT				39.0			
	VICE PRESIDENT				38.7			
	NO IN POSITION:	47						
$ 115.3	WEIGHTED GROUP AVG:	$ 56.5	$ 8.5	$ 65.0	$ 43.1			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 82.9	$ 6.0	$ 88.9				
	ASST. V.P./DIR	70.4	23.5	93.9				
	NO IN POSITION:	59						
	WEIGHTED GROUP AVG:	$ 72.9	$ 20.0	$ 92.9				
	NO IN POSITION:	106						
$ 115.3	POSITION AVERAGE:	$ 66.2	$ 15.2	$ 81.4	$ 43.1			

POSITION 46: DISTRICT MANAGER
REGION #4 - SOUTHEAST



	BonCoBase	TC
Coeff. Det.	.69	.67
Std. Error	1.09	1.09

	BonCoBase	TC
Slope	.20147	.20164
Y-Int	1.35322	1.42399

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0	$ 61.4	$ 13.7	$ 75.1					5.5		48.0			
AND ABOVE	59.8	1.1	60.9		$ 45.3	$ 57.5	$ 63.1	6.0	1.0	54.0	.5	B	B
	58.9	0.0	58.9		45.3	57.5	63.1		1.0	54.0	.5	B	B
	56.5	3.4	59.9		45.3	57.5	63.1	6.0	1.0	54.0	.5	B	B
	53.3	32.5	85.8		46.0	48.0	50.0	5.5	2.0	50.0	20.0	B	B
	49.4	8.4	57.8		42.8	53.5	54.3						
				$ 47.1				5.0	2.5	50.0	20.0	B	B
	47.1	20.9	68.0		46.0	48.0	50.0	5.5	2.0	50.0	20.0	B	B
	47.0	2.8	49.8		35.0	42.5	50.0	5.0	1.0	45.0	12.0	A	A
	46.6	5.0	51.6					5.0		48.0	17.0	E	B
	46.6	5.0	51.6					5.0		48.0	17.0	E	B
	46.6	5.0	51.6					5.0		48.0	17.0	E	B
	45.1	3.5	48.6		36.4	37.7	39.0	5.0	2.0	45.0	2.0	A	A
	44.2	7.9	52.1		39.0	41.6	44.2	5.0	2.0	45.0	2.0	A	A
	43.2	18.4	61.6		41.0	43.5	46.0	5.5	2.0	50.0	20.0	B	B
				37.2				5.0	2.5	50.0	20.0	B	B
NO. IN POS: 119													
$ 379.1 WT'D AVG:	$ 56.5	$ 13.1	$ 69.6	$ 39.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9	$ 46.6	$ 5.0	$ 51.6					5.0		48.0	17.0	E	B
TO	46.6	5.0	51.6					5.0		48.0	17.0	E	B
$150.0	46.1	7.8	53.9		$ 38.9	$ 48.7	$ 58.5						
	46.0	0.0	46.0		45.3	57.5	63.1	6.0	1.0	54.0	.5	B	B
	45.1	2.3	47.4		35.0	42.5	50.0	5.0	1.0	45.0	12.0	A	A
	44.7	7.6	52.3		35.4	44.3	53.2						
	44.4	2.7	47.1		35.0	42.5	50.0	5.0	1.0	45.0	12.0	A	A
	42.0	7.1	49.1		33.9	48.7	58.5						
	41.9	1.5	43.4		35.0	42.5	50.0	5.0	1.0	45.0	12.0	A	A
	41.6	4.1	45.7		35.1	36.4	37.7	5.0	2.0	45.0	2.0	A	A
	41.3	22.4	63.7		37.0	39.0	41.0	5.5	2.0	50.0	20.0	B	B
	39.9	30.6	70.5		37.0	39.0	41.0	5.5	2.0	50.0	20.0	B	B
	39.5	3.2	42.7					5.5	.1	50.0	12.0	B	B
	38.2	4.7	42.9		30.2	37.8	45.3	5.0		50.0	17.0	B	B
	36.8	13.1	49.9		33.0	35.0	37.0	5.5	2.0	50.0	20.0	B	B
	35.5	4.0	39.5		27.4	34.3	41.1	5.0		50.0	17.0	B	B
				$ 35.1				5.0	2.5	50.0	20.0	B	B
				31.0				5.0	2.5	50.0	20.0	B	B
				30.2				5.0	2.5	50.0	20.0	B	B
NO. IN POS: 243													
$ 197.9	WT'D AVG: $ 40.5	$ 6.2	$ 46.7	$ 30.7									

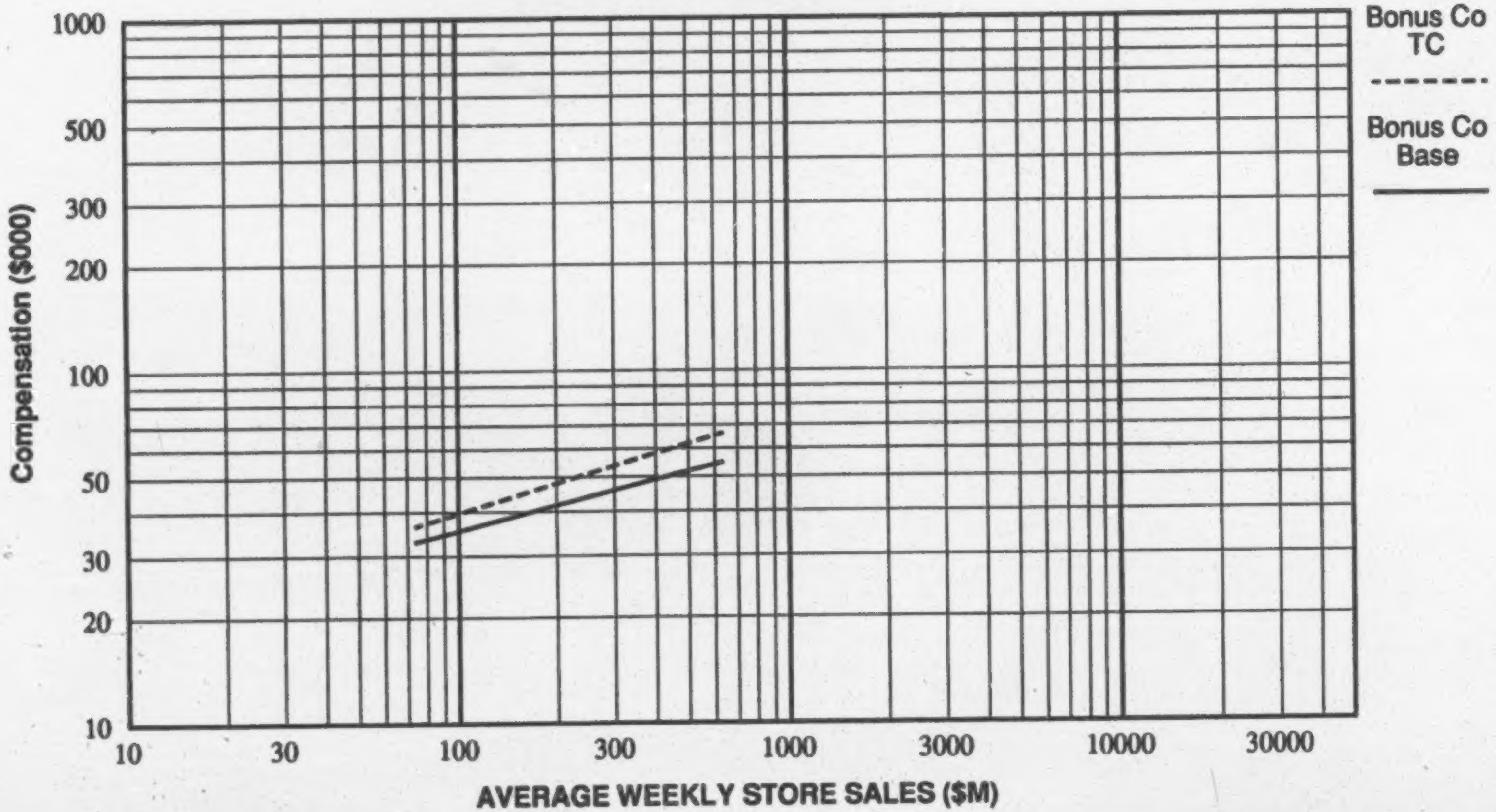
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 40.4	$ 6.9	$ 47.3		$ 35.4	$ 44.3	$ 53.2						
AND BELOW	38.4	1.2	39.6		35.0	42.5	50.0	5.0	1.0	45.0	12.0	A	A
	36.0	9.6	45.6		33.0	35.0	37.0	5.5	2.0	50.0	20.0	B	B
	36.0	1.3	37.3		29.9	37.7	45.3	5.0	2.0	50.0	26.0	B	A
	35.8	1.1	36.9		35.0	42.5	50.0	5.0	1.0	45.0	12.0	A	A
	33.8	4.0	37.8		24.9	31.2	37.4	5.0		50.0	17.0	B	B
	32.6	4.5	37.1		30.0	31.5	33.0	5.5	2.0	50.0	20.0	B	B
				$ 30.2				5.0	2.5	50.0	20.0	B	B
				25.9				5.0	2.5	50.0	20.0	B	B
NO. IN POS: 1069													
$ 134.4 WT'D AVG:	$ 36.0	$ 1.7	$ 37.7	$ 28.6									
NO SCOPE	$ 76.4	$ 3.4	$ 79.8					5.0	2.0	47.0	12.0	315	315
REPORTED	70.1	3.2	73.3					5.0	2.0	47.0	12.0	315	315
	64.8	3.0	67.8					5.0	2.0	47.0	12.0	315	315
	60.9	2.8	63.7					5.0	2.0	47.0	12.0	315	315
	56.7	2.6	59.3					5.0	2.0	47.0	12.0	315	315
	37.2	30.0	67.2					5.0		55.0			
NO. IN POS: 555													
WT'D AVG:	$ 46.6	$ 22.5	$ 69.1										
NO. IN POS: 1986													
$ 165.5 POSITION AVG:	$ 40.8	$ 8.9	$ 49.7	$ 30.1									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 47: STORE MANAGER
REGION #4 - SOUTHEAST



	BonCoBase	TC
Coeff. Det.	.65	.54
Std. Error	1.10	1.15

	BonCoBase	TC
Slope	.23860	.27973
Y-Int	1.07079	1.03707

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

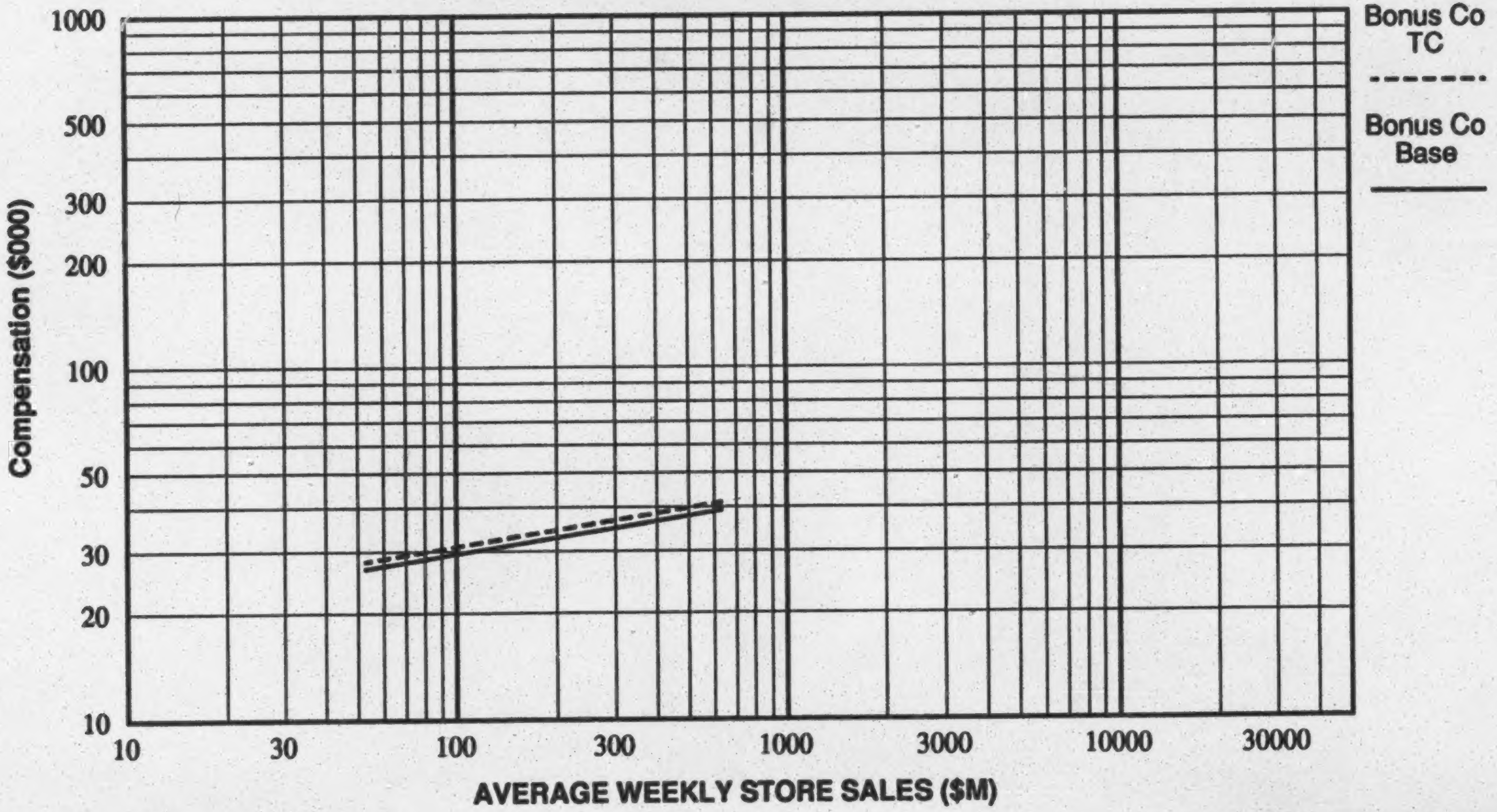
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0 AND ABOVE	$ 45.0	$ 0.9	$ 45.9		$ 34.8	$ 43.6	$ 52.5	6.0	2.0	54.0	.5	B	B
	44.0	0.0	44.0		34.8	43.6	52.5	6.0	2.0	54.0	.5	B	B
	41.5	4.0	45.5					5.0		48.0	17.0	E	B
	41.5	4.0	45.5					5.0		48.0	17.0	E	B
	41.5	4.0	45.5					5.0		48.0	17.0	E	B
	41.5	4.0	45.5					5.0		48.0	17.0	E	B
	41.5	4.0	45.5					5.0		48.0	17.0	E	B
	40.6	0.0	40.6		34.8	43.6	52.5		2.0	54.0	.5	B	B
	37.0	0.0	37.0		34.8	43.6	52.5	6.0	2.0	54.0	.5	B	B
	32.4	1.9	34.3		30.0	31.2	32.5	5.0	4.0	36.0	48.0	A	A
	32.4	1.9	34.3		30.0	31.2	32.5	5.0	4.0	36.0	48.0	A	A
	32.2	1.6	33.8		30.0	31.2	32.5	5.0	4.0	36.0	48.0	A	A
	31.4	1.1	32.5		30.0	31.2	32.5	5.0	4.0	36.0	48.0	A	A
	31.1	1.8	32.9		26.6	33.2	40.0						
	29.9	1.5	31.4		29.9	31.2	32.5	5.5	3.3	45.0	.4	A	A
	29.1	1.8	30.9		28.6	29.9	31.2	5.5	3.3	45.0	.4	A	A
	28.8	2.1	30.9		26.6	33.2	40.0						
	28.6	1.9	30.5		26.6	33.2	40.0						
	28.0	0.0	28.0		24.7		33.8	5.0	3.0	50.0			
				$ 27.5	20.8	26.0	31.2	5.0	2.0	50.0	20.0	B	B
	27.5	0.7	28.2		27.3	28.6	29.9	5.5	3.3	45.0	.4	A	A
				24.0				5.0	2.5	47.0	20.0	B	B
				21.4				5.0	2.5	47.0	20.0	B	B
				20.8				5.0	2.5	47.0	20.0	B	B
NO. IN POS: 177													
$ 224.2 WT'D AVG:	$ 32.9	$ 1.5	$ 34.4	$ 24.9									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 31.6	$ 0.9	$ 32.5		$ 30.0	$ 31.2	$ 32.0	5.0	4.0	36.0	48.0	A	A
TO	28.5	1.1	29.6		25.2	29.1	33.3	5.0	3.0	50.0	26.0	B	A
$100.0	26.6	1.7	28.3		26.6	33.2	40.0						
				$ 26.3	20.8	26.0	31.2	5.0	2.0	50.0	20.0	B	B
				20.4				5.0	2.5	47.0	20.0	B	B
NO. IN POS: 1046													
$ 133.5 WT'D AVG:	$ 28.6	$ 1.1	$ 29.7	$ 24.8									
$99.9	$ 31.7	$ 1.0	$ 32.7		$ 30.0	$ 31.2	$ 32.5	5.0	4.0	36.0	48.0	A	A
AND BELOW	31.4	1.8	33.2		22.6	28.3	34.0	5.0	1.6	50.0	17.0	B	B
	26.5	1.6	28.1		26.6	33.2	40.0						
				$ 24.1	20.8	26.0	31.2	5.0	2.0	50.0	20.0	B	B
				19.7				5.0	2.5	47.0	20.0	B	B
NO. IN POS: 505													
$ 60.2 WT'D AVG:	$ 31.0	$ 1.7	$ 32.7	$ 23.6									
NO SCOPE	$ 47.9	$ 1.2	$ 49.1					5.0	2.0	47.0	2.0	315	315
REPORTED	32.0	13.4	45.4					5.0		55.0			
NO. IN POS: 449													
WT'D AVG:	$ 33.7	$ 12.1	$ 45.8										
NO. IN POS: 2177													
$ 121.4 POSITION AVG:	$ 30.5	$ 3.8	$ 34.3	$ 24.3									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 48: ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST



	BonCoBase	TC
Coeff. Det.	.31	.29
Std. Error	1.16	1.17

	BonCoBase	TC
Slope	.15379	.15385
Y-Int	1.16180	1.18296

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

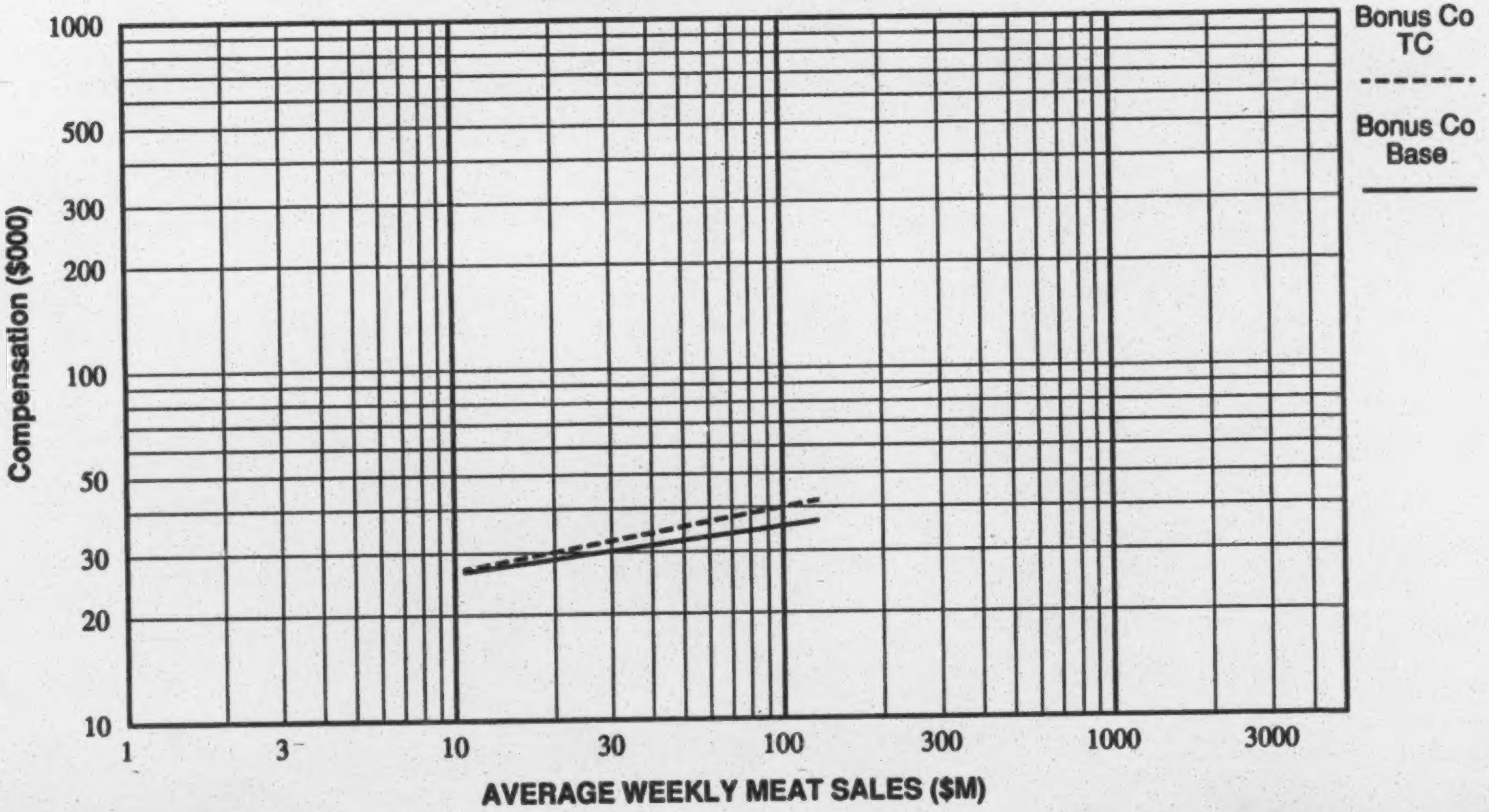
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0 AND ABOVE	$ 38.3	$ 0.9	$ 39.2		$ 29.5	$ 36.9	$ 44.3	5.5		49.5	.5	B	B
	38.1	3.4	41.5					5.0		48.0	17.0	E	B
	38.1	3.4	41.5					5.0		48.0	17.0	E	B
	37.4	12.1	49.5					5.0	2.0	48.0	20.0	B	B
				$ 34.1									
	33.8	4.5	38.3		32.2	33.5	35.9	5.0	2.0	48.0	20.0	B	B
	31.8	2.1	33.9		30.9		32.2	5.0	2.0	48.0	20.0	B	B
	31.2	0.9	32.1		31.2	32.5	33.8	5.5	1.7	45.0	.5	A	A
				30.4									
	28.9	0.9	29.8		28.6	29.9	31.2	5.5	1.7	45.0	.5	A	A
				27.2				5.0	1.5	45.0	15.0	B	B
	26.0	1.6	27.6		24.5	26.0	27.6	5.0	1.0	45.0	12.0	110	110
				23.0				5.0	1.5	45.0	15.0	B	B
NO. IN POS: 102													
$ 58.9 WT'D AVG:	$ 33.1	$ 4.0	$ 37.1	$ 29.9									
$34.9 TO $25.0	$ 38.1	$ 3.4	$ 41.5					5.0		48.0	17.0	E	B
	31.1	1.4	32.5		$ 20.6	$ 25.8	$ 30.9	5.0		50.0		B	B
	30.9	2.2	33.1					5.0	2.0	48.0	20.0	B	B
	28.6	0.1	28.7		28.6	29.3	29.9	5.5	1.7	45.0	.5	A	A
	26.9	1.3	28.2		24.5	26.0	27.6	5.0	1.0	45.0	12.0	110	110
				$ 23.2				5.0	1.5	45.0	15.0	B	B
	22.8	7.1	29.9		21.7	26.1	30.4	5.0	2.5	44.0	26.0	B	A
NO. IN POS: 1070													
$ 33.9 WT'D AVG:	$ 24.1	$ 6.1	$ 30.2	$ 23.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9 AND BELOW		$ 38.1	$ 3.4	$ 41.5					5.0		48.0	17.0	E	B
		28.6	0.9	29.5					5.0	2.0	48.0	20.0	B	B
		27.7	0.3	28.0					5.0	2.0	48.0	20.0	B	B
					$ 27.0									
		26.1	1.0	27.1		$ 24.5	$ 26.0	$ 27.6	5.0	1.0	45.0	12.0	110	110
		26.0	0.8	26.8		24.5	26.0	27.6	5.0	1.0	45.0	12.0	110	110
					24.0									
					23.4				5.0	1.5	45.0	15.0	B	B
NO. IN POS: 125														
$ 15.8	WT'D AVG:	$ 27.1	$ 0.9	$ 28.0	$ 24.9									
NO SCOPE REPORTED		$ 39.2	$ 0.7	$ 39.9		$ 29.5	$ 36.9	$ 44.3	5.5		49.5	.5	B	B
		35.1	17.6	52.7					5.0		55.0			
		32.3	3.4	35.7					5.0	1.0	40.0	13.0	E	E
NO. IN POS: 560														
	WT'D AVG:	$ 34.4	$ 13.5	$ 47.9										
NO. IN POS: 1857														
$ 34.1	POSITION AVG:	$ 27.8	$ 8.1	$ 35.9	$ 27.2									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 49: MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST



	BonCoBase	TC
Coeff. Det.	.28	.39
Std. Error	1.15	1.16

	BonCoBase	TC
Slope	.12983	.17475
Y-Int	1.28998	1.25264

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #4 - SOUTHEAST

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$325.0	$ 35.7	$ 2.2	$ 37.9					5.0		48.0	17.0	E	B
AND BELOW	35.7	2.2	37.9					5.0		48.0	17.0	E	B
	35.7	2.2	37.9					5.0		48.0	17.0	E	B
	35.7	2.2	37.9					5.0		48.0	17.0	E	B
	35.7	2.2	37.9					5.0		48.0	17.0	E	B
	29.9	1.5	31.4		$ 29.9	$ 31.2	$ 32.5	5.5	3.3			A	A
	29.1	1.8	30.9		28.6	29.9	31.2	5.5	3.3			A	A
				$ 28.1									
	27.5	0.7	28.2		27.3	28.6	29.9	5.5	3.3			A	A
				23.5									
	22.5	0.8	23.3		19.5	23.4	27.3	5.0	3.0	44.0	26.0	B	A
				19.9	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
				17.3	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
				16.1	15.6	20.2	24.7	5.0	2.0	48.0	20.0	B	B
NO. IN POS: 1053													
$ 85.6 WT'D AVG:	$ 22.7	$ 0.8	$ 23.5	$ 18.1									
NO SCOPE	$ 39.5	$ 6.8	$ 46.3					6.0		48.0			
REPORTED	30.7	3.4	34.1					5.0	1.0	40.0	13.0	E	E
NO. IN POS: 222													
WT'D AVG:	$ 33.4	$ 4.4	$ 37.8										
NO. IN POS: 1275													
$ 85.6 POSITION AVG:	$ 24.9	$ 1.6	$ 26.5	$ 18.1									

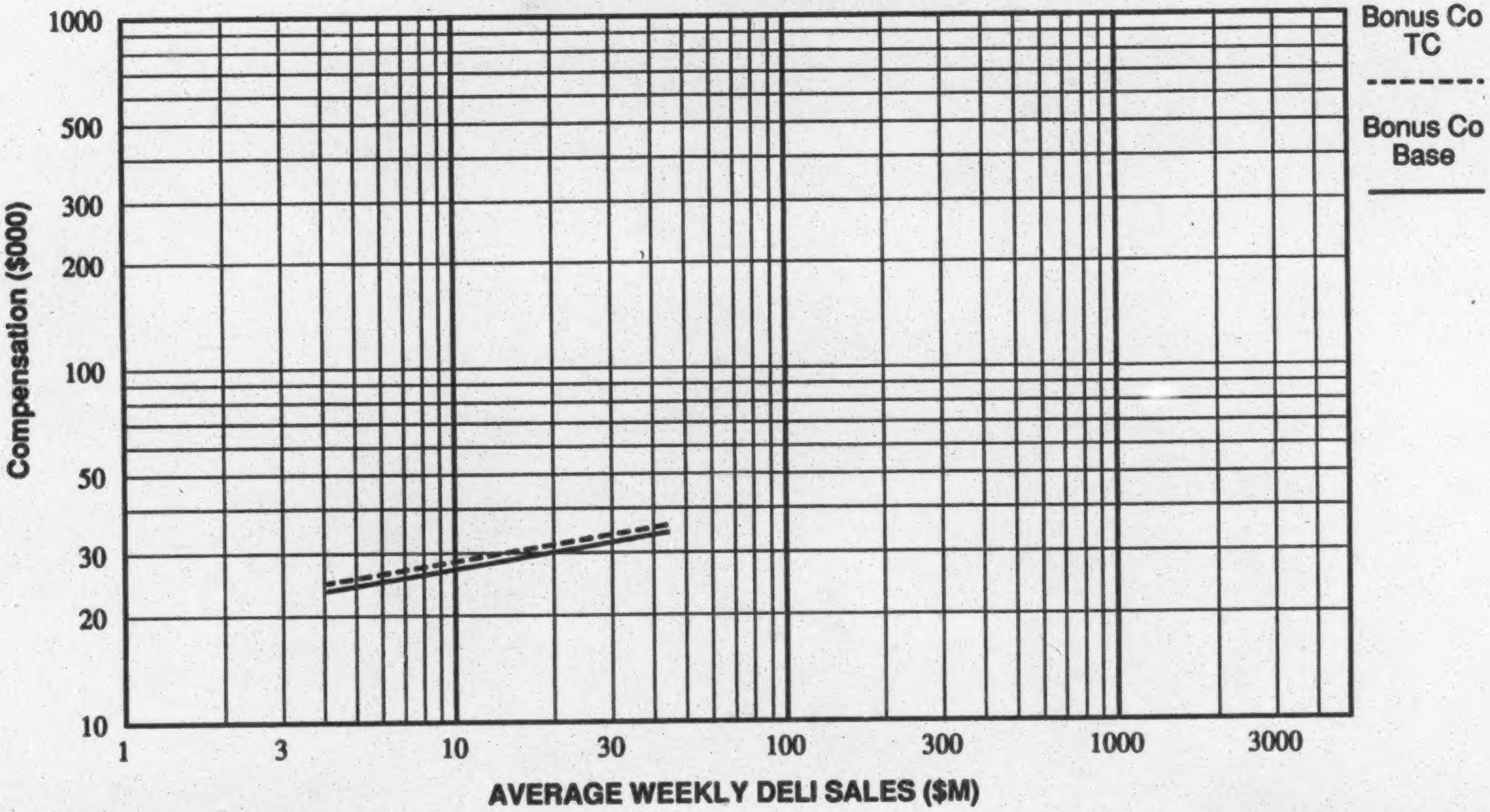
FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #4 - SOUTHEAST

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND BELOW	$ 32.5	$ 3.0	$ 35.5					5.0		48.0	17.0	E	B
	32.5	3.0	35.5					5.0		48.0	17.0	E	B
	32.5	3.0	35.5					5.0		48.0	17.0	E	B
	31.9	0.0	31.9		$ 25.4	$ 31.8	$ 38.2	5.5		49.5	.5	B	B
	31.5	0.5	32.0		25.4	31.8	38.2			49.5	.5	B	B
	30.6	0.0	30.6		25.4	31.8	38.2	5.5		49.5	.5	B	B
	30.3	0.0	30.3		25.4	31.8	38.2	5.5		49.5	.5	B	B
				$ 28.3									
	27.1	4.0	31.1		26.3		28.6	5.0	2.0	44.0	20.0	B	B
	23.5	0.7	24.2		18.7	23.5	28.3	5.0	1.0	45.0	12.0	100	100
	23.3	1.2	24.5		22.4	24.4	26.3	5.0	2.0	44.0	20.0	B	B
	22.6	0.8	23.4		17.2	22.3	27.3	5.0	2.5	44.0	26.0	B	A
NO. IN POS: 547													
$ 5.5 WT'D AVG:	$ 23.4	$ 0.9	$ 24.3	$ 28.3									
NO SCOPE REPORTED	$ 30.7	$ 3.0	$ 33.7					5.0	1.0	40.0	13.0	E	E
	26.2	8.1	34.3					5.0		50.0			
NO. IN POS: 555													
WT'D AVG:	$ 27.5	$ 6.6	$ 34.1										
NO. IN POS: 1102													
$ 5.5 POSITION AVG:	$ 25.6	$ 4.0	$ 29.6	$ 28.3									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY

POSITION 51: DELI MANAGER
REGION #4 - SOUTHEAST



	BonCoBase	TC
Coeff. Det.	.63	.56
Std. Error	1.10	1.12

	BonCoBase	TC
Slope	.15424	.15411
Y-Int	1.27879	1.29997

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)
REGION #4 - SOUTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND BELOW	DIV. V.P./MGR.	$ 77.5	$ 8.4	$ 85.9		$ 65.0	$ 81.2	$ 97.2
	ASST. V.P./DIR	53.3	7.5	60.8		48.9	54.9	60.8
	VICE PRESIDENT	52.0	10.3	62.3				
	MANAGER	44.7	5.0	49.7				
		26.0	0.5	26.5		24.0	27.0	30.0
	NO IN POSITION:	15						
$ 798.2	WEIGHTED GROUP AVG:	$ 55.7	$ 7.2	$ 62.9				
NO SCOPE REPORTED	CEO/PRESIDENT	$ 45.1	$ 0.0	$ 45.1				
	NO IN POSITION:	16						
$ 798.2	POSITION AVERAGE:	$ 55.0	$ 6.8	$ 61.8				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #4 - SOUTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$55.0 AND BELOW	MANAGER				$ 42.7	$ 29.5	$ 36.9	$ 44.3
	ASST. V.P./DIR				37.1			
	NO IN POSITION: 5							
$ 34.4	WEIGHTED GROUP AVG:				$ 41.6			
NO SCOPE REPORTED	SENIOR V.P.	$ 88.1	$ 8.5	$ 96.6		$ 58.6	$ 73.3	$ 87.9
	ASST. V.P./DIR	50.0	8.2	58.2				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 53.5	$ 8.2	$ 61.7				
	NO IN POSITION: 16							
$ 34.4	POSITION AVERAGE:	$ 53.5	$ 8.2	$ 61.7	$ 41.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD
REGION #4 - SOUTHEAST

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$20.0 AND BELOW	VICE PRESIDENT	$ 69.5	$ 13.4	$ 82.9				
	DIV. V.P./MGR.	52.5	7.5	60.0				
		45.1	13.0	58.1		$ 40.0	$ 45.0	$ 50.0
	NO IN POSITION: 3							
$ 7.9	WEIGHTED GROUP AVG:	$ 55.7	$ 11.3	$ 67.0				
NO SCOPE REPORTED	SENIOR V.P.	$100.0	$ 40.0	$140.0				
	VICE PRESIDENT	79.9	20.0	99.9				
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 89.9	$ 30.0	$119.9				
	NO IN POSITION: 5							
$ 7.9	POSITION AVERAGE:	$ 69.4	$ 18.8	$ 88.2				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
AVG WKLY DRUG SALES ($THOU)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$30.0 AND BELOW	MANAGER	$ 50.0	$ 2.5	$ 52.5				
	MANAGER	50.0	2.5	52.5				
	MANAGER	48.7	2.4	51.1				
	MANAGER	45.5	5.2	50.7				
	MANAGER	42.6	0.5	43.1				
	NO IN POSITION: 59							
$ 9.6	WEIGHTED GROUP AVG:	$ 48.0	$ 2.3	$ 50.3				
NO SCOPE REPORTED	DIST.MANAGER	$ 72.3	$ 8.7	$ 81.0				
	DIST.MANAGER	66.8	7.4	74.2				
	ASST. V.P./DIR	50.4	7.1	57.5				
	NO IN POSITION: 155							
	WEIGHTED GROUP AVG:	$ 64.9	$ 8.1	$ 73.0				
	NO IN POSITION: 214							
$ 9.6	POSITION AVERAGE:	$ 60.2	$ 6.5	$ 66.7				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

REGION #4 - SOUTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$20.0 AND BELOW	MANAGER	$ 48.5	$ 1.5	$ 50.0				
	MANAGER	47.6	1.4	49.0				
	MANAGER				$ 40.8			
	MANAGER				35.1			
	NO IN POSITION: 47							
$ 11.2	WEIGHTED GROUP AVG:	$ 47.7	$ 1.4	$ 49.1	$ 36.7			
NO SCOPE REPORTED	MANAGER	$ 56.3	$ 0.0	$ 56.3				
	MANAGER	49.4	3.7	53.1				
	NO IN POSITION: 131							
	WEIGHTED GROUP AVG:	$ 53.6	$ 1.5	$ 55.1				
	NO IN POSITION: 178							
$ 11.2	POSITION AVERAGE:	$ 52.2	$ 1.5	$ 53.7	$ 36.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 57 - PHARMACY FIELD SUPERVISOR
REGION #4 - SOUTHEAST

Under the direction of the Pharmacy Department Head, oversees the activities of pharmacy personnel in assigned stores to ensure that the company's operating goals are achieved in compliance with company policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	DIV. V.P./MGR.	$ 71.0	$ 2.6	$ 73.6		$ 49.9	$ 63.6	$ 78.0
	VICE PRESIDENT	52.5	3.2	55.7				
	NO IN POSITION:	4						
$ 16.6	WEIGHTED GROUP AVG:	$ 57.1	$ 3.1	$ 60.2				
NO SCOPE REPORTED	VICE PRESIDENT	$ 84.3	$ 31.2	$115.5				
	NO IN POSITION:	10						
$ 16.6	POSITION AVERAGE:	$ 73.4	$ 20.0	$ 93.4				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2200.0 AND BELOW	DIV. V.P./MGR.	$ 72.0	$ 4.0	$ 76.0		$ 57.4	$ 73.2	$ 89.8
	VICE PRESIDENT	69.0	17.3	86.3		57.4	71.7	
	DIST.MANAGER	65.2	9.3	74.5		47.9	60.6	73.2
	VICE PRESIDENT	55.0	4.5	59.5				
	VICE PRESIDENT	51.0	1.0	52.0				
	VICE PRESIDENT				$ 43.9	34.0	48.0	62.0
	NO IN POSITION: 28							
$ 328.9	WEIGHTED GROUP AVG:	$ 65.9	$ 8.0	$ 73.9	$ 43.9			
NO SCOPE REPORTED	MANAGER				$ 38.7	$ 32.3	$ 40.4	$ 48.5
	NO IN POSITION: 32							
$ 328.9	POSITION AVERAGE:	$ 65.9	$ 8.0	$ 73.9	$ 39.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$575.0 AND BELOW	VICE PRESIDENT	$ 68.3	$ 17.1	$ 85.4		$ 57.4	$ 71.7	
	DIV. V.P./MGR.	66.8	4.7	71.5		57.4	73.2	89.8
	VICE PRESIDENT				$ 61.3	34.0	48.0	62.0
	C.O.O.				59.3			
	DIST.MANAGER	57.2	5.4	62.6		43.6	55.0	66.5
	ASST. V.P./DIR	54.0	5.4	59.4				
	MANAGER				44.1	35.5	44.4	53.3
	VICE PRESIDENT	42.0	2.5	44.5				
	NO IN POSITION: 43							
$ 59.3	WEIGHTED GROUP AVG:	$ 58.1	$ 5.6	$ 63.7	$ 47.7			
	NO IN POSITION: 43							
$ 59.3	POSITION AVERAGE:	$ 58.1	$ 5.6	$ 63.7	$ 47.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$550.0 AND BELOW	VICE PRESIDENT	$ 66.9	$ 16.8	$ 83.7		$ 57.4	$ 71.7	
	DIV. V.P./MGR.	65.7	4.6	70.3		49.9	63.6	78.0
	DIST.MANAGER	58.4	5.9	64.3		43.6	55.0	66.5
	ASST. V.P./DIR	51.4	5.1	56.5				
	C.O.O.				$ 51.0			
	VICE PRESIDENT				50.9	34.0	48.0	62.0
	VICE PRESIDENT	38.5	2.5	41.0				
	NO IN POSITION: 36							
$ 44.0	WEIGHTED GROUP AVG:	$ 57.9	$ 5.7	$ 63.6	$ 51.0			
NO SCOPE REPORTED	MANAGER				$ 42.3	$ 35.4	$ 44.3	$ 53.1
	NO IN POSITION: 47							
$ 44.0	POSITION AVERAGE:	$ 57.9	$ 5.7	$ 63.6	$ 43.6			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$70.0 AND BELOW	DIV. V.P./MGR.	$ 60.3	$ 4.2	$ 64.5		$ 49.9	$ 63.6	$ 78.0
	DIST.MANAGER	54.6	5.3	59.9		43.6	55.0	66.5
	C.O.O.				$ 47.6			
	VICE PRESIDENT	44.5	2.5	47.0				
	VICE PRESIDENT				44.1	34.0	48.0	62.0
	MANAGER				37.8	26.7	33.3	40.0
	NO IN POSITION: 44							
$ 26.2	WEIGHTED GROUP AVG:	$ 55.6	$ 4.9	$ 60.5	$ 38.6			

	NO IN POSITION: 44				
$ 26.2	POSITION AVERAGE:	$ 55.6	$ 4.9	$ 60.5	$ 38.6

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - SERVICE DELI MERCHANDISER
REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL SERV DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	DIV. V.P./MGR.	$ 52.4	$ 3.6	$ 56.0		$ 43.4	$ 55.3	$ 67.8
	ASST. V.P./DIR	44.8	4.5	49.3				
	C.O.O.				$ 44.3			
	VICE PRESIDENT				40.2	34.0	48.0	62.0
	VICE PRESIDENT	40.0	2.5	42.5				
	NO IN POSITION: 14							
$ 29.0	WEIGHTED GROUP AVG:	$ 48.2	$ 3.9	$ 52.1	$ 42.3			
NO SCOPE REPORTED	MANAGER				$ 32.0	$ 29.0	$ 36.2	$ 43.5
	NO IN POSITION: 16							
$ 29.0	POSITION AVERAGE:	$ 48.2	$ 3.9	$ 52.1	$ 37.1			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - BAKERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	ASST. V.P./DIR	$ 84.5	$ 0.9	$ 85.4				
AND BELOW	VICE PRESIDENT				$ 54.0			
	VICE PRESIDENT	49.2	2.9	52.1		$ 38.8	$ 48.5	
	VICE PRESIDENT	49.0	2.5	51.5				
	MANAGER	39.4	4.0	43.4				
	MANAGER				33.7	28.1	35.0	42.1
	C.O.O.				29.4			
	NO IN POSITION: 16							
$ 19.1	WEIGHTED GROUP AVG:	$ 46.6	$ 3.3	$ 49.9	$ 36.0			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 64.0	$ 5.0	$ 69.0		$ 49.9	$ 63.6	$ 78.0
	NO IN POSITION: 21							
$ 19.1	POSITION AVERAGE:	$ 52.8	$ 3.9	$ 56.7	$ 36.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - GROCERY BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$315.0 AND BELOW	REG. V.P./MGR.	$ 59.7	$ 6.2	$ 65.9		$ 43.6	$ 55.0	$ 66.5
	ASST. V.P./DIR	52.2	5.2	57.4				
	MANAGER				$ 51.2	43.4	55.3	67.8
	MANAGER				39.6	31.1	38.9	46.7
	NO IN POSITION: 28							
$ 232.6	WEIGHTED GROUP AVG:	$ 58.1	$ 6.0	$ 64.1	$ 43.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 60.6	$ 12.5	$ 73.1		$ 52.0	$ 65.1	
	VICE PRESIDENT				$ 42.2			
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 60.6	$ 12.5	$ 73.1	$ 42.2			
	NO IN POSITION: 37							
$ 232.6	POSITION AVERAGE:	$ 58.9	$ 7.9	$ 66.8	$ 43.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - MEAT BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$275.0 AND BELOW	REG. V.P./MGR.	$ 60.5	$ 6.8	$ 67.3		$ 43.6	$ 55.0	$ 66.5
	MANAGER				$ 55.2	43.4	55.3	67.8
	ASST. V.P./DIR	52.8	5.2	58.0				
	MANAGER				36.3	31.7	39.6	47.6
	NO IN POSITION: 11							
$ 154.5	WEIGHTED GROUP AVG:	$ 58.3	$ 6.3	$ 64.6	$ 45.8			
NO SCOPE REPORTED	VICE PRESIDENT	$ 64.6	$ 14.2	$ 78.8		$ 52.0	$ 65.1	
	NO IN POSITION: 14							
$ 154.5	POSITION AVERAGE:	$ 60.2	$ 8.7	$ 68.9	$ 45.8			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - PRODUCE BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$115.0	ASST. V.P./DIR	$ 55.0	$ 5.5	$ 60.5				
AND BELOW	REG. V.P./MGR.	54.4	5.7	60.1		$ 43.6	$ 55.0	$ 66.5
	MANAGER				$ 51.3	43.4	55.2	67.8
	MANAGER				39.1	31.7	39.6	47.6
	NO IN POSITION: 13							
$ 71.0	WEIGHTED GROUP AVG:	$ 54.6	$ 5.6	$ 60.2	$ 44.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.0	$ 13.2	$ 74.2		$ 52.0	$ 65.1	
	C.O.O.				$ 36.2			
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 61.0	$ 13.2	$ 74.2	$ 36.2			
	NO IN POSITION: 21							
$ 71.0	POSITION AVERAGE:	$ 57.6	$ 9.1	$ 66.7	$ 42.7			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - FROZEN FOODS BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$150.0 AND BELOW	ASST. V.P./DIR MANAGER	$ 60.0	$ 6.0	$ 66.0	$ 39.5	$ 31.1	$ 38.9	$ 46.7
	NO IN POSITION: 2							
$ 104.1	WEIGHTED GROUP AVG:	$ 60.0	$ 6.0	$ 66.0	$ 39.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 70.7	$ 18.8	$ 89.5		$ 63.6	$ 79.5	
	NO IN POSITION: 3							
$ 104.1	POSITION AVERAGE:	$ 65.4	$ 12.4	$ 77.8	$ 39.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - NONFOOD BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$120.0 AND BELOW	REG. V.P./MGR.	$ 59.9	$ 6.0	$ 65.9		$ 43.6	$ 55.0	$ 66.5
	ASST. V.P./DIR	48.7	4.9	53.6				
	MANAGER				$ 38.0	34.3	42.9	51.5
	NO IN POSITION: 19							
$ 53.2	WEIGHTED GROUP AVG:	$ 56.2	$ 5.6	$ 61.8	$ 38.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.0	$ 15.0	$ 76.0		$ 52.0	$ 65.1	
	NO IN POSITION: 26							
$ 53.2	POSITION AVERAGE:	$ 58.3	$ 9.7	$ 68.0	$ 38.0			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - DELI BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0 AND BELOW	ASST. V.P./DIR MANAGER	$ 53.3	$ 5.3	$ 58.6	$ 40.3	$ 31.1	$ 38.9	$ 46.7
	NO IN POSITION: 5							
$ 57.3	WEIGHTED GROUP AVG:	$ 53.3	$ 5.3	$ 58.6	$ 40.3			
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.0	$ 13.2	$ 74.2		$ 52.0	$ 65.1	
	NO IN POSITION: 6							
$ 57.3	POSITION AVERAGE:	$ 55.9	$ 7.9	$ 63.8	$ 40.3			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNL DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$410.0 AND BELOW	GROUP EXEC.	$ 86.8	$ 17.5	$104.3		$ 85.0	$ 92.5	$100.0
	REG. V.P./MGR.	83.8	31.8	115.6		69.7	87.2	
	DIV. V.P./MGR.	79.1	16.3	95.4		57.7	73.3	88.9
	DIV. V.P./MGR.	77.3	5.4	82.7		57.4	73.2	89.8
	REG. V.P./MGR.	76.4	28.0	104.4		63.3	79.1	
	REG. V.P./MGR.	76.4	30.4	106.8		63.3	79.1	
	DIV. V.P./MGR.	75.9	5.4	81.3		57.4	73.2	89.8
	C.O.O.	75.0	3.0	78.0		60.0	67.5	75.0
	C.O.O.	74.2	0.0	74.2		60.0	67.5	75.0
	NO IN POSITION: 73							
$ 259.5	WEIGHTED GROUP AVG:	$ 79.5	$ 17.8	$ 97.3				
NO SCOPE REPORTED	EXEC. V.P.	$ 69.4	$ 2.8	$ 72.2				
	EXEC. V.P.	69.4	2.8	72.2				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 69.4	$ 2.8	$ 72.2				
	NO IN POSITION: 83							
$ 259.5	POSITION AVERAGE:	$ 78.3	$ 15.9	$ 94.2				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE	$ 71.7	$ 7.1	$ 78.8		$ 58.0	$ 67.0	$ 76.0						
	65.9	6.6	72.5		58.0	67.0	76.0						
	62.9	6.3	69.2		58.0	67.0	76.0						
	55.4	8.6	64.0					5.5		48.0			
	54.9	9.0	63.9		43.6	55.0	66.5	5.0		45.0		B	B
	54.0	4.5	58.5					5.0		45.0			
	53.4	4.3	57.7		44.2	50.6	57.0	5.5	.5	44.0		B	B
	52.6	8.4	61.0		43.6	55.0	66.5	5.0		45.0		B	B
	51.0	4.0	55.0					5.0		45.0			
	50.8	6.8	57.6		43.6	55.0	66.5	5.0		45.0		B	B
	50.5	4.0	54.5					5.0		45.0			
	48.9	23.6	72.5					5.0		40.0	12.0	B	B
	45.8	1.8	47.6		44.2	48.1	52.0	5.5	.5	44.0		B	B
NO. IN POS: 390													
$ 403.4 WT'D AVG:	$ 56.2	$ 7.1	$ 63.3										

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #5 - PACIFIC

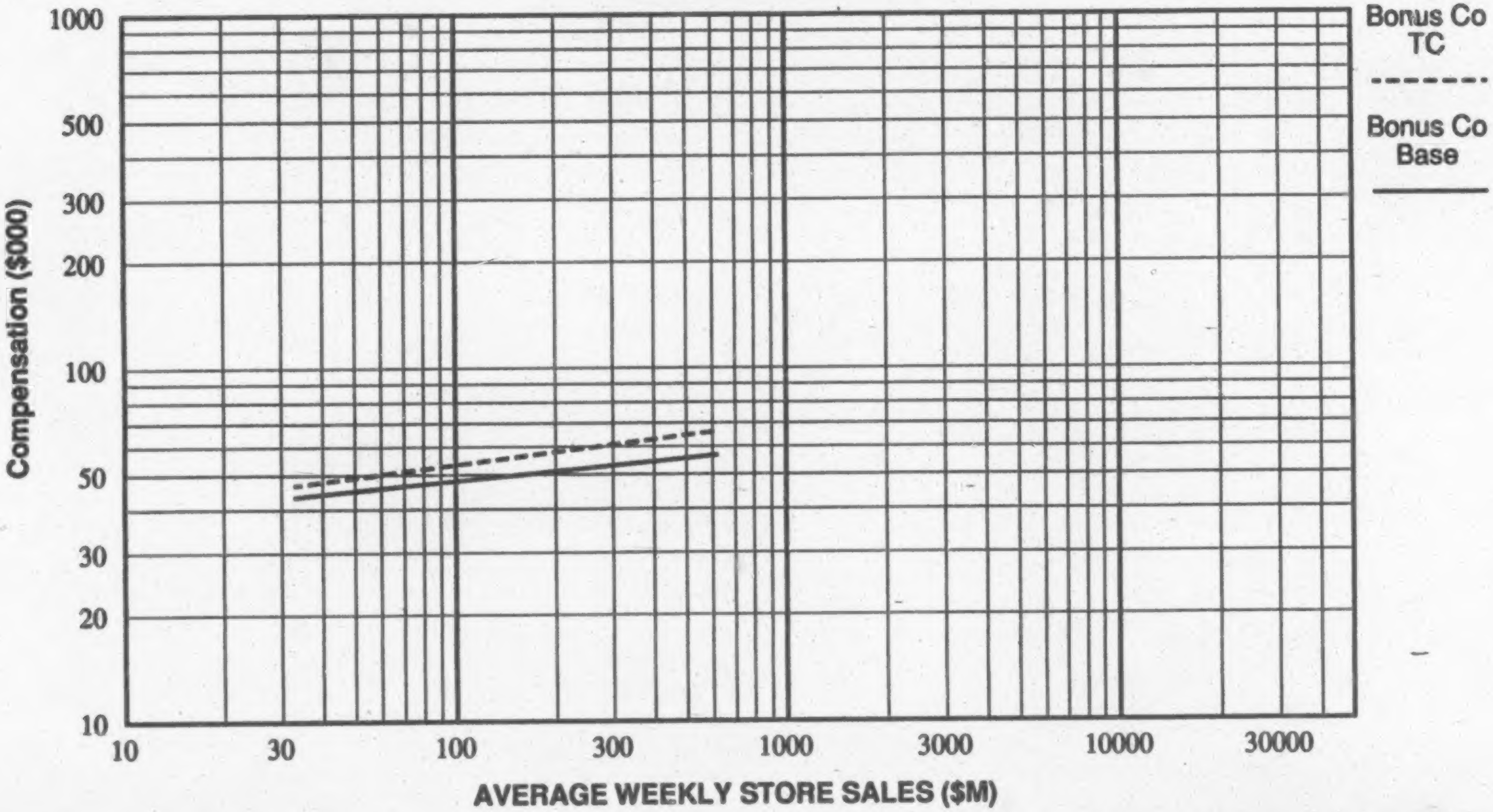
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$299.9 AND BELOW	$ 63.3	$ 6.3	$ 69.6		$ 58.0	$ 67.0	$ 76.0						
	62.5	6.3	68.8		58.0	67.0	76.0						
	61.3	6.1	67.4		58.0	67.0	76.0						
	55.0	0.0	55.0					6.0		48.0		B	A
	53.9	22.2	76.1					5.5		48.0			
	51.5	5.7	57.2		43.6	55.0	66.5	5.0		45.0		B	B
	50.2	6.5	56.7		43.6	55.0	66.5	5.0		45.0		B	B
	49.6	5.0	54.6		43.6	55.0	66.5	5.0		45.0		B	B
	48.9	8.8	57.7					5.0		40.0	12.0	B	B
	48.9	8.7	57.6					5.0		40.0	12.0	B	B
	48.9	16.2	65.1					5.0		40.0	12.0	B	B
	48.9	21.6	70.5					5.0		40.0	12.0	B	B
	48.9	20.1	69.0					5.0		40.0	12.0	B	B
	48.2	5.2	53.4		43.6	55.0	66.5	5.0		45.0		B	B
	46.2	0.0	46.2					6.0		48.0		B	A
	44.0	2.7	46.7					5.0		45.0			
	41.4	0.0	41.4					6.0		48.0		B	A
	39.5	0.0	39.5					6.0		48.0		B	A
NO. IN POS: 486													
$ 240.7 WT'D AVG:	$ 52.1	$ 13.7	$ 65.8										

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 64.6	$ 17.6	$ 82.2		$ 61.5		$ 65.0	5.0		47.0		A	A
	61.0	14.2	75.2		59.2		62.5	5.0		47.0		A	A
	59.0	0.0	59.0					5.3		44.0			
	59.0	0.0	59.0					5.3		44.0			
	58.2	12.5	70.7		56.6		59.8	5.0		47.0		A	A
	57.4	0.0	57.4					5.3		44.0			
	57.4	0.0	57.4					5.3		44.0			
	55.9	0.0	55.9					5.3		44.0			
	55.9	0.0	55.9					5.3		44.0			
	55.9	0.0	55.9					5.3		44.0			
	54.6	11.2	65.8		53.6		57.4	5.0		47.0		A	A
	52.6	9.7	62.3		51.8		54.1	5.0		47.0		A	A
NO. IN POS: 382 WT'D AVG:	$ 57.0	$ 10.4	$ 67.4										
NO. IN POS: 1258 $ 313.1 POSITION AVG:	$ 54.9	$ 10.6	$ 65.5										

POSITION 47: STORE MANAGER
REGION #5 - PACIFIC



	BonCoBase	TC
Coeff. Det.	.19	.20
Std. Error	1.13	1.17

	BonCoBase	TC
Slope	.08989	.11858
Y-Int	1.50110	1.48885

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0				$ 49.8	$ 44.0	$ 51.0	$ 58.0						
AND ABOVE				49.4	44.0	51.0	58.0						
				48.6	44.0	51.0	58.0						
	$ 43.7	$ 2.0	$ 45.7		36.2	45.5	54.8	5.5	2.0	44.0	49.0	B	B
	43.5	1.8	45.3		36.2	45.5	54.8	5.5	2.0	44.0	49.0	B	B
	43.3	2.0	45.3		36.2	45.5	54.8	5.5	2.0	44.0	49.0	B	B
	38.5	5.0	43.5					5.0		40.0	12.0	B	B
	31.2	1.5	32.7					5.0		45.0		160	F
	31.2	1.5	32.7					5.0		45.0		160	F
	31.2	1.5	32.7					5.0		45.0		160	F
NO. IN POS: 358													
$ 399.1 WT'D AVG:	$ 42.8	$ 1.9	$ 44.7	$ 49.0									
$299.9				$ 50.8	$ 44.0	$ 51.0	$ 58.0						
AND BELOW				48.9	44.0	51.0	58.0						
	$ 48.9	$ 2.6	$ 51.5		41.9		51.2	5.0		47.0		A	A
				48.2	44.0	51.0	58.0						
	44.7	2.7	47.4		36.2	45.5	54.8	5.5	2.0	44.0	49.0	B	B
	43.6	1.6	45.2		36.2	45.5	54.8	5.5	2.0	44.0	49.0	B	B
	43.3	1.5	44.8		36.2	45.5	54.8	5.5	2.0	44.0	49.0	B	B
	43.2	1.4	44.6		36.2	45.5	54.8	5.5	2.0	44.0	49.0	B	B
	38.5	2.7	41.2					5.0		40.0	12.0	B	B
	38.5	5.6	44.1					5.0		40.0	12.0	B	B
	38.5	4.2	42.7					5.0		40.0	12.0	B	B
	38.5	4.5	43.0					5.0		40.0	12.0	B	B
	38.5	5.7	44.2					5.0		40.0	12.0	B	B
	31.2	1.5	32.7					5.0		45.0		160	F
NO. IN POS: 607													
$ 247.6 WT'D AVG:	$ 47.0	$ 2.4	$ 49.4	$ 48.6									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 49.6	$ 0.0	$ 49.6					5.3		44.0			
REPORTED	48.4	0.0	48.4					5.3		44.0			
	48.4	0.0	48.4					5.3		44.0			
	47.6	0.0	47.6					5.3		44.0			
	47.3	0.0	47.3					5.3		44.0			
	47.3	0.0	47.3					5.3		44.0			
	47.3	0.0	47.3					5.3		44.0			
NO. IN POS: 52													
WT'D AVG:	$ 48.1	$ 0.0	$ 48.1										
NO. IN POS: 1017													
$ 303.8 POSITIO AVG:	$ 45.9	$ 2.1	$ 48.0	$ 48.9									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - MEAT DEPARTMENT MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$105.0				$ 40.1	$ 35.1	$ 37.7	$ 40.2	5.0		40.0		E	270
AND BELOW	$ 37.2	$ 0.0	$ 37.2					6.0		48.0		D	E
	35.1	0.0	35.1					6.0		48.0		D	E
				34.9	31.7	34.0	36.4	5.0		40.0		E	235
				34.6	31.7	34.0	36.4	5.0		40.0		E	232
	34.2	0.0	34.2					5.0		40.0		E	G
	33.3	1.0	34.3					5.0		45.0			F
	33.3	1.0	34.3					5.0		45.0			F
	30.8	5.5	36.3					5.0		42.0	12.0	E	F
	30.8	6.0	36.8					5.0		42.0	12.0	E	F
	30.8	8.6	39.4					5.0		42.0	12.0	E	F
	30.8	10.6	41.4					5.0		42.0	12.0	E	F
NO. IN POS: 355													
$ 35.4 WT'D AVG:	$ 34.1	$ 0.3	$ 34.4	$ 36.0									

NO. IN POS: 355
$ 35.4 POSITION AVG: $ 34.1 $ 0.3 $ 34.4 $ 36.0

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - GROCERY MANAGER

REGION #5 - PACIFIC

SCOPE WKLY GROCERY SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$400.0				$ 41.1	$ 39.5	$ 41.3	$ 43.2	5.5	1.0	44.0	26.0	B	B
AND BELOW				40.0	38.5	40.0	41.6	5.5	1.0	44.0	26.0	B	B
	$ 38.1	$ 0.0	$ 38.1					6.0		48.0		D	E
				37.2	35.4	37.2	39.0	5.5	1.0	44.0	26.0	B	B
	35.6	0.0	35.6					6.0		48.0		D	E
	33.7	0.0	33.7					6.0		48.0		D	E
	31.6	1.0	32.6					5.0		40.0		E	F
	30.2	1.0	31.2					5.0		40.0			F
	30.2	1.0	31.2					5.0		40.0			F
	30.2	1.0	31.2					5.0		40.0			F
NO. IN POS: 369													
$ 125.7 WT'D AVG:	$ 31.7	$ 1.0	$ 32.7	$ 40.3									
NO SCOPE REPORTED	$ 42.4	$ 8.3	$ 50.7					6.0		48.0			
	42.3	5.8	48.1					6.0		48.0			
NO. IN POS: 254													
WT'D AVG:	$ 42.4	$ 7.7	$ 50.1										
NO. IN POS: 623													
$ 125.7 POSITION AVG:	$ 36.1	$ 3.8	$ 39.9	$ 40.3									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - DELI MANAGER

REGION #5 - PACIFIC

SCOPE WKLY DELI SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$65.0	$ 29.7	$ 0.5	$ 30.2					5.0		45.0			F
AND BELOW	29.7	0.5	30.2					5.0		45.0			F
	29.7	0.5	30.2					5.0		45.0			F
				$ 28.5	$ 26.0	$ 28.3	$ 30.7	5.0		40.0		B	B
				27.7	25.5	27.5	29.6	5.0		40.0		B	B
				27.1	23.4	24.7	26.0	5.0		40.0		B	B
	25.3	0.1	25.4					5.0		40.0		E	F
	22.9	3.0	25.9		17.7	21.3	24.9	5.0		40.0	12.0	E	E
NO. IN POS: 232													
$ 53.8 WT'D AVG:	$ 25.4	$ 0.3	$ 25.7	$ 27.6									
NO. IN POS: 232													
$ 53.8 POSITION AVG:	$ 25.4	$ 0.3	$ 25.7	$ 27.6									

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - WAREHOUSE MANAGER (W/TRANSPORTATION)
REGION #5 - PACIFIC

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$510.0 AND BELOW	ASST. V.P./DIR	$ 91.0	$ 9.1	$100.1		$ 85.0	$ 92.0	$100.0
	GROUP EXEC.	86.3	8.1	94.4		66.1	84.2	103.3
	ASST. V.P./DIR	62.4	5.1	67.5				
	MANAGER	37.1	0.6	37.7				
	NO IN POSITION:	8						
$ 299.9	WEIGHTED GROUP AVG:	$ 72.2	$ 6.1	$ 78.3				
NO SCOPE REPORTED	C.O.O.	$ 39.0	$ 0.0	$ 39.0				
	NO IN POSITION:	9						
$ 299.9	POSITION AVERAGE:	$ 68.5	$ 5.4	$ 73.9				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - WAREHOUSE MANAGER (WITHOUT TRANS.)
REGION #5 - PACIFIC

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$550.0 AND BELOW	VICE PRESIDENT	$ 81.6	$ 12.6	$ 94.2		$ 52.0	$ 65.1	
	VICE PRESIDENT	66.8	6.9	73.7		47.2	59.0	
	VICE PRESIDENT	62.2	5.5	67.7		47.9	60.6	73.2
	VICE PRESIDENT	59.0	5.3	64.3		47.2	59.0	
	VICE PRESIDENT	57.9	6.5	64.4		47.2	59.0	
	VICE PRESIDENT				$ 51.6	35.6	44.5	53.4
	NO IN POSITION: 19							
$ 337.4	WEIGHTED GROUP AVG:	$ 63.5	$ 6.2	$ 69.7	$ 51.6			

	NO IN POSITION: 19				
$ 337.4	POSITION AVERAGE:	$ 63.5	$ 6.2	$ 69.7	$ 51.6

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - PHARMACY DEPARTMENT HEAD
REGION #5 - PACIFIC

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$115.0 AND BELOW	DIV. V.P./MGR.	$ 91.1	$ 9.1	$100.2		$ 69.5	$ 88.7	$107.7
	GROUP EXEC.	80.4	30.1	110.5		63.3	79.1	
	VICE PRESIDENT	61.7	1.6	63.3				
	NO IN POSITION:	3						
$ 66.1	WEIGHTED GROUP AVG:	$ 77.7	$ 13.6	$ 91.3				
	NO IN POSITION:	3						
$ 66.1	POSITION AVERAGE:	$ 77.7	$ 13.6	$ 91.3				

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - PHARMACY MANAGER

REGION #5 - PACIFIC

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	DIST.MANAGER	$ 70.2	$ 3.5	$ 73.7				
AND BELOW	DIST.MANAGER	70.2	4.6	74.8				
	DIST.MANAGER	70.2	5.6	75.8				
	DIST.MANAGER	70.2	6.2	76.4		$ 4.0		
	MANAGER	63.2	2.2	65.4				
	VICE PRESIDENT	59.3	1.0	60.3				
	VICE PRESIDENT	59.3	1.0	60.3				
	MANAGER	51.1	0.0	51.1				
	MANAGER				$ 50.4	47.1	48.8	50.4
	MANAGER				49.4	47.1	48.8	50.4
	NO IN POSITION: 255							
$ 16.0	WEIGHTED GROUP AVG:	$ 66.5	$ 3.2	$ 69.7	$ 49.5			
	NO IN POSITION: 255							
$ 16.0	POSITION AVERAGE:	$ 66.5	$ 3.2	$ 69.7	$ 49.5			

FOOD MARKETING INSTITUTE
1991-1992 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 56 - STAFF PHARMACIST

REGION #5 - PACIFIC

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	MANAGER				$ 60.3			
AND BELOW	MANAGER	$ 58.7	$ 1.1	$ 59.8				
	MANAGER	58.7	1.2	59.9				
	MANAGER	58.7	1.4	60.1				
	MANAGER				58.7			
	MANAGER				58.2			
	MANAGER				58.2			
	MANAGER				45.8			
	MANAGER	44.7	0.0	44.7				
	NO IN POSITION: 260							
$ 15.7	WEIGHTED GROUP AVG:	$ 58.6	$ 1.2	$ 59.8	$ 59.0			
	NO IN POSITION: 260							
$ 15.7	POSITION AVERAGE:	$ 58.6	$ 1.2	$ 59.8	$ 59.0			

APPENDIX: SURVEY POSITION DESCRIPTIONS

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION 1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations, and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers, and customers.

SURVEY POSITION 2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives, and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION 3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans, and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning, and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION 4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability, and capital investments.

SURVEY POSITION 5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION 6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SURVEY POSITION 7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION 8: TOP MIS EXECUTIVE

Directs the MIS function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION 9: TOP HUMAN RESOURCES EXECUTIVE (With Labor Relations)

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION 10: TOP HUMAN RESOURCES EXECUTIVE (Without Labor Relations).

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION 11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION 12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge, and performance of staff and store-level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION 13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies, and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks, and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION 14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (With Real Estate)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

Scope Measure: Number of Stores.

SURVEY POSITION 15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (Without Real Estate)

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

Scope Measure: Number of Stores.

SURVEY POSITION 16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

Scope Measure: Number of Stores.

SURVEY POSITION 17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION 18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION 19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION 20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION 21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

Scope Measure: Annual Grocery Sales.

SURVEY POSITION 22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

Scope Measure: Annual Meat Sales.

SURVEY POSITION 23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

Scope Measure: Annual Produce Sales.

SURVEY POSITION 24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

Scope Measure: Annual Nonfood Sales.

SURVEY POSITIONS 25–33: MERCHANDISERS

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION 25: GROCERY MERCHANDISER

Scope Measure: Average Annual Grocery Sales in Assigned Stores.

SURVEY POSITION 26: MEAT MERCHANDISER

Scope Measure: Average Annual Meat Sales in Assigned Stores.

SURVEY POSITION 27: PRODUCE MERCHANDISER

Scope Measure: Average Annual Produce Sales in Assigned Stores.

SURVEY POSITION 28: FROZEN FOODS MERCHANDISER

Scope Measure: Average Annual Frozen Foods Sales in Assigned Stores.

SURVEY POSITION 29: DAIRY MERCHANDISER

Scope Measure: Average Annual Dairy Sales in Assigned Stores.

SURVEY POSITION 30: NONFOOD MERCHANDISER

Scope Measure: Average Annual Nonfood Sales in Assigned Stores.

SURVEY POSITION 31: DELI MERCHANDISER

Scope Measure: Average Annual Deli Sales in Assigned Stores.

SURVEY POSITION 32: SERVICE DELI MERCHANDISER

Scope Measure: Average Annual Service Deli Sales in Assigned Stores.

SURVEY POSITION 33: BAKERY MERCHANDISER

Scope Measure: Average Annual Bakery Sales in Assigned Stores.

SURVEY POSITION 34–41: BUYERS (Highest Nonsupervisory Position)

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION 34: GROCERY BUYER

Scope Measure: Average Annual Grocery Purchases for Assigned Products (At Cost).

SURVEY POSITION 35: MEAT BUYER

Scope Measure: Average Annual Meat Purchases for Assigned Products (At Cost).

SURVEY POSITION 36: PRODUCE BUYER

Scope Measure: Average Annual Produce Purchases for Assigned Products (At Cost).

SURVEY POSITION 37: FROZEN FOODS BUYER

Scope Measure: Average Annual Frozen Foods Purchases for Assigned Products (At Cost).

SURVEY POSITION 38: DAIRY BUYER

Scope Measure: Average Annual Dairy Purchases for Assigned Products (At Cost).

SURVEY POSITION 39: NONFOOD BUYER

Scope Measure: Average Annual Nonfood Purchases for Assigned Products (At Cost).

SURVEY POSITION 40: DELI BUYER

Scope Measure: Average Annual Deli Purchases for Assigned Products (At Cost).

SURVEY POSITION 41: BAKERY BUYER

Scope Measure: Average Annual Bakery Purchases for Assigned Products (At Cost).

SURVEY POSITION 42: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION 43: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION 44: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

Scope Measure: Average Annual Division Sales.

SURVEY POSITION 45: SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION 46: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

Scope Measure: Average Annual District Sales.

SURVEY POSITION 47: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

Scope Measure: Average Weekly Store Sales.

SURVEY POSITION 48: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

Scope Measure: Average Weekly Store Sales.

SURVEY POSITION 49: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

Scope Measure: Average Weekly Meat Sales.

SURVEY POSITION 50: GROCERY MANAGER

Directs and controls the store's grocery operations. Supervises grocery personnel. Participates in determining quality and quantities of merchandise. Oversees the ordering of merchandise and supplies. Receives and displays stock.

Scope Measure: Average Weekly Grocery Sales.

SURVEY POSITION 51: DELI MANAGER

Directs and controls the operation of the store's deli department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

Scope Measure: Average Weekly Deli Sales.

SURVEY POSITION 52: WAREHOUSE MANAGER (With Transportation)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

Scope Measure: Warehouse Space in Average Square Footage.

SURVEY POSITION 53: WAREHOUSE MANAGER (Without Transportation)

Duties are the same as those outlined above, excluding transportation.

Scope Measure: Warehouse Space in Average Square Footage.

SURVEY POSITIONS 54-59 cover drug/pharmacy positions within the supermarket company, and do not include positions within a separate drug store division or chain.

SURVEY POSITION 54: PHARMACY DEPARTMENT HEAD

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

Scope Measure: Annual Drug/Pharmacy Sales.

SURVEY POSITION 55: PHARMACY MANAGER

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

Scope Measure: Average Weekly Drug/Pharmacy Sales for the Store.

SURVEY POSITION 56: STAFF PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

Scope Measure: Average Weekly Drug/Pharmacy Sales for the Store.

SURVEY POSITION 57: PHARMACY FIELD SUPERVISOR

Under the direction of the Pharmacy Department Head, oversees the activities of pharmacy personnel in assigned stores to ensure that the company's operating goals are achieved in compliance with company policies.

Scope Measure: Average Annual Drug/Pharmacy Sales.

SURVEY POSITION 58: THIRD-PARTY MANAGER

Develops and directs the firm's policies and procedures for participation in third party prescription drug programs. Determines which third party plans the firm will participate in and negotiates the contracts. Ensures that administrators and stores are kept up to date on all plans and are administering them correctly. May be responsible for the collection of past due or rejected third party claims.

Scope Measure: Annual Third-Party Prescription Drug Sales.

SURVEY POSITION 59: PHARMACY BUYER

Responsible for the procurement and buying activities of prescription merchandise and accessories. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced buyers.

Scope Measure: Average Annual Drug/Pharmacy Purchases for Assigned Products (At Cost).

SURVEY POSITION 60: TOP CONSUMER AFFAIRS EXECUTIVE

Develops and recommends objectives, policies, and procedures for directing the company's consumer affairs and customer communications function. Acts as liaison between the consumer and top management. Develops programs to monitor and resolve customer inquiries. Develops consumer information programs such as newsletters, recipe series, and in-store programs. Develops and maintains contact with the media, consumer groups, and governmental agencies and the community. (This position reports directly to top management.)

SURVEY POSITION 61: CONSUMER AFFAIRS SPECIALIST/NUTRITION PROFESSIONAL/HOME ECONOMIST

Administers the company's consumer affairs and customer relations programs within guidelines established by management. Responsible for researching and responding to customer inquiries and complaints. Also responsible for administering in-store consumer nutrition information programs.

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